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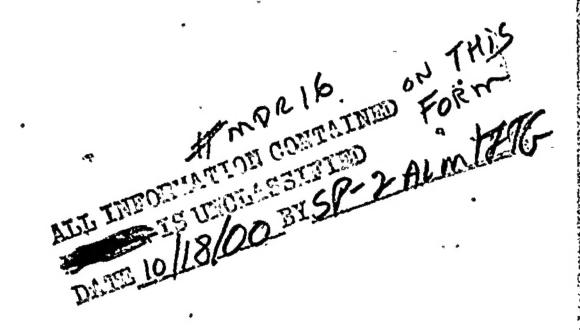
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NOTE:

THIS IS A PERMANENT CHARGE OUT FOR A XEROX COPY/COPIES OF "JUNE" MAIL THAT WAS INCLUDED IN COPIES OF FBI DOCUMENTS FURNISHED TO THE ATTORNEY GENERAL BY MEMO/LETTER DATED /0-24-75 IN RESPONSE TO REQUEST(S) MADE BY EITHER THE U.S. SENATE OR HOUSE SELECT COMMITTEES ON INTELLIGENCE. THE COPY/COPIES OF THE "JUNE" MAIL DATED AS INDICATED BELOW HAS/HAVE BEEN REMOVED FROM THIS ENCLOSURE MATERIAL TO BE FILED IN THE APPROPRIATE HOUSTUDY OR SENSTUDY "JUNE" FILE INDICATED ABOVE, LOCATED IN THE SPECIAL FILE ROOM OF THE RECORDS SECTION.

DATE(S) OF MAIL: 6, 10-16-63

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Senate Select Committee Request Dated 9/29/75 Item 3

ALL IMPORTATION CONTAINED LALM IS UNCLUSED BY SALAL MED B

Rolan W 55076 DocId:32989533 Page 4

PEKFORMANCE RATING GUIVE FOR IVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185) .

Name of EmployeeALDEN F. MILLER	Title Special Agent, GS-13
	Rating Period: from 4/1/59 to 3/31/60
RATING GUIDE AND CHEC	
Note: Only those items having pertinent bearing on employee's performance should be Rate items as follows:	be rated. All employees in same salary grade should be compared.
Outstanding (exceeding excellent and deserving of special commendation). Excellent.	
Satisfactory (good or very good).	•
Unsatisfactory. No opportunity to appraise performance during rating period.	
Guide for determining adjective rating:	
 "Outstanding" adjective rating requires (A) that all rated elements be "+" and (B) that ea reverse of Form FD-185. 	ach and every rated element be factually justified by narrative detail on
2. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the commechanical formulas; however, for an employee to be rated "Excellent" he must not be raguide and check-list and must be rated "Excellent" or "Outstanding" on the majority of adjective rating is reasonable in the light of elements rated. A. Any element rated "Unsatisfactory" must be supported by narrative comments. B. An "official" adjective rating of "Unsatisfactory" must comply with the requirements of "Unsatisfactory" must be unsatisfactory with the requirement of "Unsatisfac	ated unsatisfactory on any performance evaluation factors on the rating such rating factors. Good judgment must be exercised to insure that
E_ (1) Personal appearance.	(17) Firearms ability.
	(18) Development of informants and sources of information.
	(19) Reporting ability:
work load).	(a) Investigative reports (b) Summary reports
(4) Physical fitness (including health, energy, stamina). (5) Resourcefulness and ingenuity.	(c) Memos, letters, wires
(6) Forcefulness and aggressiveness as required.	(Consider: + conciseness; - clarity; - organization; - thoroughness; - accuracy; - adequacy and perti-
(7) Judgment, including common sense, ability to arrive at proper	nency of leads;administrative detail.)
conclusions, ability to define objectives. (8) Initiative and the taking of appropriate action on own	(20) Performance as a witness.
responsibility.	2 (21) Executive ability: (a) Leadership
(9) Planning ability and its application to the work. E (10) Accuracy and attention to pertinent detail.	(b) Ability to handle personnel (c) Planning
(11) Industry, including energetic, consistent application to duties.	(d) Making decisions
(11) Industry, including energetic, consistent application to duties. (12) Productivity, including amount of acceptable work produced	(e) Assignment of work (f) Training subordinates
and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is	(g) Devising procedures
attributable to causes beyond employee's control. (13) Knowledge of duties, instructions, rules and regulations, in-	(h) Emotional stability (i) Promoting high morale
cluding readiness of comprehension and "know how" of	(j) Getting results (22) Ability on raids and dangerous assignments:
application.	(a) As leader
(14) Technical or mechanical skills. (15) Investigative ability and results:	(32) Organizational interest such as making of suggestions for
(a) Internal security cases	(23) Organizational interest, such as making of suggestions for improvement.
(b) Criminal or general investigative cases	
E (d) Applicant cases	(25) Miscellaneous. Specify and rate: Dictation ability
(e) Accounting cases	
A. Specify general nature of assignment during most of rating period (such as security,	criminal, applicant squad, or as Resident Agent, supervisor, instruc-
tor, etc.):	
Security	
B. Specify employee's most noteworthy special talents (such as investigator, desk man, res Investigator	search, instructor, speaker):
C. (1) Is employee available for general assignment wherever needs of service require: Y	ES (If answer is not "yes," explain in narrative comments.)
D. 1. Has employee had an abnormal sick leave record during rating period? NO 2. H for illness) during rating period than the amount of sick leave earned during such narrative comments.)	las employed used more sick leave (including annual leave or LWOP h period? NO (If answer to either question is "Yes," explain in
E. Is employee qualified to operate a motor vehicle incidental to his official duties? X If answer is "yes," personnel file must reflect the following: (a) Has valid Staphysically fit to drive. (c) Past safe driving record OK or has passed Bureau roa	ed test.
ADJECTIVE RATING: Excellent	EMPLOYEE'S INITIALS 12.4m
ADJECTIVE RATING: EXCELLENT Outstanding, Excellent, Satisfactory, Unsatisfactory	

- VE

Atlanta, Georgia March 31, 1960

ALDEN F. MILLER SPECIAL AGENT

PART I GENERAL COMMENTS

SA MILLER is a tall, heavily-built agent. He presents a neat, conservative, mature appearance. He has a quiet, good-natured personality, and is very popular among fellow employees.

During this rating period he has been assigned primarily to matters involving the Communist Party, espionage, satellite nations and related matters. He administers his work well. His reports are thorough and reveal a thorough knowledge of his subject.

SA MILLER requires little or no supervision. He has the ability to handle any type complicated case, and I would not hesitate to use him on any dangerous assignment.

He has no known limitations on his physical condition or availability that would affect his performance as an agent.

SA. MILLER is the liaison agent with all local military intelligence agencies. He does an excellent liaison job and is highly respected by the local intelligence agencies.

Tnitials

HGR:hs

PART II SPECIFIC COMMENTS

1. Justification for Any Minus Ratings Given

NA

2. Experience and Ability as Inspector's Aide

NA

3. Participation in Informant Programs

SA MILLER coordinates the security informant program in the . Atlanta Office. He has excellent ability in handling highly confidential sources, is alert and has an excellent attitude toward this program. SA MILLER handles the security informant program in a very satisfactory manner.

4. Testifying Experience and Ability

Because of the nature of his assignments during this rating period \$A MILLER has not had the opportunity to testify. He has had considerable experience in testifying in the past.

5. Disciplinary Action

NA

6. Accounting Information

NA

7. Police Instruction SA MILLER is a qualified general police instructor. He is assigned primarily to security and sound work and for that reason has not been used as a police instructor during this rating period.

8. Sound Training
In November, 1959, SA MILLER was afforded a refresher course in the latest techniques and equipment relating to sound work and locks. He performs monthly maintenance checks on the equipment in the Atlanta Office and other highly confidential assignments.

Employee's initials - 1 = memo / 5/27-60 - 20 (11....)
NW 55076 DocId: 32989533 Page 8

9.	Resident Agents NA	
	•	
10.	Foreign Language Ability	
	NA	
	•	
11.	Administrative Advancement .	
•	(a) interested in: Yes No X.	
	(b) completely available for: Yes No	
	(c) considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance: Yes No	•
	(d) his qualifications are: very good, excellent, outstanding	
	(e) he has potential for future administrative advancement: Yes No	i
:		

Employee's initials

)-185 (Rev. 6-20-57)	E.	
FEDERAL BUREAU OF UNITED STATES DEPARTMENT OF THE PROPERTY OF	INVESTIGATION IENT OF JUSTICE: 1	- o tori
REPORT OF PERFORMA	- Children	The state of the s
5M.P		A Miles
Name of Employee: ALDEN F. MILLER	J/N	WAT
Where Assigned: Atlanta (Division)	(Section, Un	;+)
0	·	
Official Position Title: Special Agent GS-13	•	•
Rating Period: from April 1, 1961	toMarch 31,	1962
Rating Period: from APPLL 1, 1901	-	•
ADJECTIVE RATING: Satisfactory Outstanding, Excellent, Sat	isfactory, Unsatisfactory	Employee's Initials your Come
ADJECTIVE RATING: Satisfactory Outstanding, Excellent, Sat	isfactory, Unsatisfactory Supervisor	
ADJECTIVE RATING: Satisfactory	•	Initials your Committee and 3/31/62 Date Date
Rated by: Rated by: Reviewed by: Signature Signature Signature Signature Signature Signature Signature	Supervisor Title Special Agent	Initials your Committee and the contact of the cont
Rated by: Rated by: Reviewed by: ADJECTIVE RATING: Satisfactory Outstanding, Excellent, Satisfactory Signature Signature Signature Signature Signature Signature	Supervisor Title Special Agent in Charge	Initials your Committee and the express of Date 3/31/62
Rated by: Rated by: Reviewed by: Signature Signature Signature Signature Signature Signature Signature	Supervisor Title Special Agent in Charge Title	Initials your Committee and the contact of the cont

NW 55076 DocId:32989533 Page 11

PERFORMANCE RATING GUIJE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee _	ALDEN F.	MILLER		Title_S	Special	Agent;	GS-13
			•	Rating Per	riod: from4/	1/61 to_	3/31/62
	•	RATING GU	DE AND CHECK-LI	ST			
Note: Only those Rate items a		bearing on employee's perfe	ormance should be rate	ed. All employees in	n same salary	grade should l	be compared.
+ Outstanding		d deserving of special comm	endation).				
Excellent.	(good or very good).						•
Unsatisfactor	ry.						
		nce during rating period.					
Guide for determining		that all rated elements be "	+" and (B) that each an	d every rated elemen	nt he factually in	istified by name	ative detail on
reverse of Form FI 2. "Excellent," "Satismechanical formulation guide and check-ladjective rating is A. Any element	D-185. sfactory" or "Unsatisfacto las; however, for an emp ist and must be rated "f reasonable in the light of rated "Unsatisfactory" m	ory" adjective ratings will dep loyee to be rated "Excellent" Excellent" or "Outstanding" o	end upon the composite he must not be rated upon the majority of such comments.	e result of evaluating nsatisfactory on any rating factors. Good	all rated eleme performance ev judgment mus	nts rather than aluation factors	following any on the rating
E (1) Personal	annogrango		(12) Firearms ability.			
	lity and effectiveness of l	his personal contacts.		Development of in	oformants and	sources of info	rmation.
(3) Attitude	(including dependability	, cooperativeness, loyalty,	<u>+</u> (19). Reporting ability:			
enthus work		villingness to equitably share		(a) Investigativ			
Em .	fitness (including health	n, energy, stamina).	***	(b) Summary i	_		
	efulness and ingenuity.	.,,	_	(c) Memos, let	.conciseness; ±	_clarity: :i-c	organization:
(6) Forceful	ness and aggressiveness	as required.			ness;accura		
	nt, including common ser usions, ability to define o	nse, ability to arrive at prope		nency of leads;	administra		
	and the taking of appro	•	1 2 20 1) Performance as a			
	nsibility.		(21) Executive ability: (a) Leadership			
_	g ability and its applicat			(b) Ability to l	handle personn	el	
(10) Accurac	y and attention to pertin	ent detail.		(c) Planning	nicione		
(11) Industry	, including energetic, co	nsistent application to duties of acceptable work produced appletion of assignments. Also		(d) Making de (e) Assignmen	A .		
and ra	ate of progress on or cor	npletion of assignments. Also	· · ·	(f) Training su	ubordinates		
consi	der adherence to dead	lines unless failure to meet i		(g) Devising partition (g)			
	stable to causes beyond	employee's control. ns, rules and regulations, ir		(i) Promoting	high morale		
		nension and "know how" o	t t	(j) Getting res		•	
applic	ation.	-	<u> </u>	Ability on raids at (a) As leader	na aangerous a	issignments:	
	al or mechanical skills.		, _	E (b) As particip	oant		
	ative ability and results: nternal security cases		(23		terest, such as	making of sug	ggestions for
	Criminal or general inves	stigative cases	F 124	improvement. Ability to work up	ndar processra		
(c) F	ugitive cases	,		L Miscellaneous. Sp	_		
(d) .	Applicant cases		4				
(16) Physical	Accounting cases surveillance ability.	b u					
					* 75 - 1		
A. Specify general tor, etc.):		uring most of rating period	such as security, crimin	nal, applicant squad.	, or as Kesiden	t Agent, super	visor, instruc-
Se	curity		·····				
	e's most noteworthy spec vestigator	cial talents (such as investiga	tor, desk man, research	ı, instructor, speaker	r):		
C. (1) Is employee (2) Is employee	available for general assavailable for special ass	signment wherever needs of signment wherever needs of s	service require? Yes	If answer is not "ye If answer is not "yes	es," explain in 1 s," explain in n	narrative comm	nents.) ients.)
D. 1. Has employee for illness) dur narrative comm	ing rating period than	eave record during rating per the amount of sick leave ea	riod? <u>NO</u> 2. Has em irned during such peri	nployee used more si lod? <u>NO</u> (If ans	ick leave (inclusiver to either	iding annual k question is "Y	eave or LWOP es," explain in
If answer	is "ves" versonnel file -	vehicle incidental to his off must reflect the following: driving record OK or has p	(a) Has valid State or	Tocal operator's nee	ense for type v	ehicle he is to	o use. (b) Is
	Satio	sfactomy ·		EMPLOYEE'S	INTERNATION	athur	
ADJECTIVE R	ATING: Satis	nding, Excellent, Satisfactor		calloyees	ENTINES _		
			• •				

4. Testifying Experience and Ability

SA MILLER is a security Agent and his assignments do not lend themselves to testifying. He has had considerable testifying experience in the past.

5. Disciplinary Action

On February 27, 1962, the Director censured SA MILLER and placed him on probation, as he shared in the responsibility for the failure to furnish the Birmingham Division complete information and clear instructions in a teletype sent to that office.

Consideration has been given to the above in the overall rating and also Items #7, 8 and 10 on the rating guide and checkoff list are affected by this action.

6. Accounting Information

NA

7. Police Instruction

SA MILLER is a qualified general police instructor. Inasmuch as he is assigned primarily to security and sound work, he has not been used as a police instructor during this rating period.

8. Sound Training

SA MILLER is competent and proficient to handle any sound matters and techniques that are necessary to perform with Bureau equipment assigned to this office. He has not been called upon to make any actual installation of Mic-Tel or Tesurs during this rating period. He discusses some technical equipment at firearms and all equipment at annual Agent technical conferences, and makes a very good presentation.

SA MILLER makes regular telephone and microphone surveys in Headquarters Office as well as Resident Agencies, and has excellent contacts with the Telephone Company.

Employee's Initials

Atlanta, Georgia March 31, 1962

ALDEN F. MILLER Special Agent

PART I GENERAL COMMENTS

SA MILLER is a tall, well built Agent. He has a good natured personality and is popular among his fellow employees. He continues to be assigned to Headquarters City and handles a considerable volume of work and clearly manifests a thorough and detailed knowledge of security work. He is forceful, aggressive, conscientious, hardworking and thoroughly dependable. He is capable of handling complicated investigative matters and fully qualified to participate in raids and dangerous assignments. During this rating period he has handled primarily security—type cases involving the Communist Party, espionage, satellite nations and related matters. He has no known limitations on his physical condition and is completely available. He continues to be liaison Agent with all local military intelligence agencies and is very popular.

SA MILLER has been interested in the Bureau's applicant program and has been responsible for recruiting applicants who have entered on duty at the SOG.

On February 5, 1962, the Bureau commented SA MILLER did an excellent job of reporting information which will be of significant value to CIA and State Department representatives, stating his memorandum was well written and indicated a proper grasp of intelligence needs in a case which did not involve espionage or subversive aspects.

PART II SPECIFIC COMMENTS

- 1. Justification for Any Minus Ratings Given
 NA
- 2. Experience and Ability as Inspector's Aide NA
- 3. Participation in Informant Programs

SA MILLER for several years has coordinated the security informant program in the Atlanta Office, and is rated as very satisfactory.

Employee's Initials

- 9. Resident Agents
 NA
- 10. Foreign Language Ability
 NA
- 11. Administrative Advancement
 - (a) Interested in: No.

atm

Employee's Initials

5

EDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

•	/1	ALL INFORMATION CONTRACTOR OF THE PROPERTY AND ALL	MORINED ONTAINED	1216
Name of Employee:	ALDEN F. MILLER	HERCIE 19/18/00		··
Where Assigned:	Atlanta			
	(Division)	(Section, Unit)		
Official Position Title:	Special Agent	GS-13	···	ne ne
Rating Period: from	February 27, 19	62 to May 28, 1962		his document is tion outside your Committee que without the
ADJECTIVE RATING:	Excellent Outstanding, Excellent,	Satisfactory, Unsatisfactory	Emplo Initia	prepar ur Con nd the epress
Rated by:	Signature Signature	Supervisor	5/28/62 Date	Its use is nay not be of the F
HENRY G. ROWSE, JR. C. Reviewed by:	Memahon	Special Agent _in_Charge	5/28/62	limite e disch BI
JAMES E MCMAHON	Signature	Title	Date	d to
Rating Approved by:	Pallahan Signature	Assistant Director Title	JUN 5 1 Date	o, official proto unautho
	TYPE OF RE Official () Annual	REC-133 PORT (X) Administrative () 60-Day (X) 90-Day () Transfer	F S & word Take - waterparted with supplied the control of the con	roceedings by orized person-
8 JUN 131982		() Separation from Se (X) Special	rvice	

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PLXFORMANCE RATING GL. E FOR NVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee ALDEN F. MILLER	Title Special Agent, GS-13
	Rating Period: from 2/27/6@ 5/28/6
Note: Only those items having pertinent bearing on employee's perform Rate items as follows: Outstanding (exceeding excellent and deserving of special commend Excellent. Satisfactory (good or very good). Unsatisfactory. No opportunity to appraise performance during rating period. Guide for determining adjective rating: "Outstanding" adjective rating requires (A) that all rated elements be "+" reverse of Form FD-185. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend mechanical formulas; however, for an employee to be rated "Excellent" he	and (B) that each and every rated element be factually justified by narrative detail on upon the composite result of evaluating all rated elements rather than following any must not be rated unsatisfactory on any performance evaluation factors on the rating the majority of such rating factors. Good judgment must be exercised to insure that
	(17) Firearms ability. (18) Development of informants and sources of information. (19) Reporting ability: (a) Investigative reports (b) Summary reports (c) Memos, letters, wires (Consider: — conciseness; — clarity; — organization; — thoroughness; — accuracy; — adequacy and pertinency of leads; — administrative detail.) (20) Performance as a witness. (21) Executive ability: (a) Leadership (b) Ability to handle personnel (c) Planning (d) Making decisions (e) Assignment of work (f) Training subordinates (g) Devising procedures (h) Emotional stability (i) Promoting high morale (j) Getting results (22) Ability on raids and dangerous assignments: — (a) As leader — (b) As participant (23) Organizational interest, such as making of suggestions for improvement. (24) Ability to work under pressure. (25) Miscellaneous. Specify and rate: Dictation ability ch as security, criminal, applicant squad, or as Resident Agent, supervisor, instructive.
tor, etc.):Security	
B. Specify employee's most noteworthy special talents (such as investigator Investigator	r, desk man, research, instructor, speaker):
(2) Is employee available for special assignment wherever needs of serv	vice require? Yes (If answer is not "yes," explain in narrative comments.) vice require? Yes (If answer is not "yes," explain in narrative comments.)
for illness) during rating period than the amount of sick leave earn narrative comments.)	od? NO 2. Has employee used more sick leave (including annual leave or LWOP led during such period? NO (If answer to either question is "Yes," explain in
E. Is employee qualified to operate a motor vehicle incidental to his official if answer is "yes," personnel file must reflect the following: (a) physically fit to drive. (c) Past safe driving record OK or has pass	This value state of focal operator's necesse for type reflects to be to deer (5)
ADJECTIVE RATING: Excellent Outstanding, Excellent, Satisfactory,	Unsatisfactory EMPLOYEE'S INITIALS

Atlanta, Georgia May 28, 1962

ALDEN F. MILLER Special Agent

PART I GENERAL COMMENTS

SA MILLER is tall and well built. He presents an excellent appearance and has a friendly, good-natured personality. During this rating period, SA MILLER has spent considerable time working on bank robbery, Special Inquiry and Security of Government Employees cases, as well as handling several controversial Election Law cases in rural Georgia counties. He is a very capable Agent and consistently handles the more complicated investigative matters in the security field. He has also participated in the applicant program, all of which has been handled in a very satisfactory manner. He has an excellent attitude toward his assignments. His paper work is well prepared and requires little supervision. He has no known physical limitations or limitations on his availability which would affect his performance as an Agent. He is fully qualified to participate in raids and dangerous assignments and certainly capable of handling the more complicated Bureau investigative matters.

On May 14, 1962, the Director, through the Special Agent in Charge, commended SA MILLER in carrying out his individual responsibilities with a great deal of diligence and enthusiasm in achieving a zero delinquency for the month of April, 1962.

PART II SPECIFIC COMMENTS

1. Justification for Any Minus Ratings Given

NA

Employee's Initials

HGR:hs

am

Experience and Ability as Inspector's Aide 2. NA

Participation in Informant Programs

SA MILLER for several years has coordinated the security informant program in the Atlanta Office, and is rated as very satisfactory.

Testifying Experience and Ability

SA MILLER is a security agent and his assignments do not lend themselves to testifying. He has had considerable testifying experience in the past.

Disciplinary Action

NA

Accounting Information

NA

Police Instruction

SA MILLER is a qualified general police instructor. He has not been used as a police instructor during this rating period.

Sound Training

SA MILLER has demonstrated all the technical equipment recently during the Annual Agents Technical Conference. He is competent and proficient to handle any sound matters and techniques that are necessary to perform with Bureau equipment assigned to this office. He makes regular telephone and microphone surveys in Headquarters City, as well as in Resident Agencies and maintains excellent contacts with the Telephone Company.

He has not been called upon to make any actual installation of Mic-Tel or Tesurs during this rating period.

Afril Employee's Initials He discusses technical equipment at regularly scheduled firearms and makes a very good presentation.

9. Resident Agents

NA

10. Foreign Language Ability
NA

11. Administrative Advancement

(a) Interested in: No.

Adv

Employee's Initials

FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

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-NW-55076-DocLd:32989533 Page 20

REPORT OF PERFORMANCE RATING

TAION CONTRACTED ARM TO	REPORT OF PERFORM	WANCE RATING		
Name of Employee:	ALDEN F. MILLER		•	
Where Assigned:	Atlanta	' O •	TT . \	
	(Division)	· (Section,	(Unit)	
Official Position Title:	Special Agent	GS-13 ·		nov
Rating Period: from	May 23, 1962	toAugust	14, 1962	non outs: ur Comm without
•				ittee the
				and
ADJECTIVE RATING:	Excellent	•	Employ Initia	
ADJECTIVE RATING:		Satisfactory, Unsatisfactory	7	coni coni
•			Citra	tee.
Rated by:	G Rievre h. co	Supervisor	8/14/62	Its use may not of the
HENRY G ROWSE, F. Reviewed by Ames	Signature Mc Mahon!	Title Special Agent in Charge	Date 8/14/62	be disc
JAMES E MOMAHON	- Signature	Title	. Date	losec
	allalan	Assistant Director	AUG 29 1962	id to
Rating Approved by:	Signature	Title	Date	nnau
	TYPE OF RE	PORT		proceeding
() Official	. (X) Administrative	the world of the same	person-
	() Annual	() 60-Day		7 @
		() 90-Day		
e has	REC-146	() Transfer	from Samina	1
1 -	11/mc.	(X) Special	from Service	
		() Opecial		

PL. PRMANCE RATING GL., FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee ALDEN F. MILLER	Title Special Agent, GS-13
	Special Agent, GS-13 Rating Period: from 5/23/62, 8/14/62
RATING GUIDE	AND CHECK-LIST
Note: Only those items having pertinent bearing on employee's performance of the state of followers	nce should be rated. All employees in same salary grade should be compared.
Rate items as follows: — — — Outstanding (exceeding excellent and deserving of special commendate)	tion).
Excellent.	
Satisfactory (good or very good) Unsatisfactory.	
Unsatisfactory. No opportunity to appraise performance during rating period.	•
Guide for determining adjective rating:	nd (B) that each and every rated element be factually justified by narrative detail on
reverse of Form FD-185. 2. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend a mechanical formulas; however, for an employee to be rated "Excellent" he maguide and check-list and must be rated "Excellent" or "Outstanding" on the adjective rating is reasonable in the light of elements rated. A. Any element rated "Unsatisfactory" must be supported by narrative comments.	upon the composite result of evaluating all rated elements rather than following any nust not be rated unsatisfactory on any performance evaluation factors on the rating majority of such rating factors. Good judgment must be exercised to insure that ments.
B. An "official" adjective rating of "Unsatisfactory" must comply with the re	equirements described on the reverse of form FD-185.
(1) Personal appearance.	(17) Firearms ability.
(2) Personality and effectiveness of his personal contacts.	(18) Development of informants and sources of information.
(3) Attitude (including dependability, cooperativeness, loyalty,	(19) Reporting ability:
enthusiasm, amenability and willingness to equitably share	(a) Investigative reports
work load). (4) Physical fitness (including health, energy, stamina).	(b) Summary reports
(5) Resourcefulness and ingenuity.	(c) Memos, letters, wires (Consider:conciseness;clarity;organization;
(6) Forcefulness and aggressiveness as required.	thoroughness; faccuracy; fadequacy and perti-
(7) Judgment, including common sense, ability to arrive at proper	nency of leads; administrative detail.)
conclusions, ability to define objectives. [8] Initiative and the taking of appropriate action on own	(20) Performance as a witness.
responsibility.	(21) Executive ability:
(9) Planning ability and its application to the work.	(a) Leadership (b) Ability to handle personnel
(10) Accuracy and attention to pertinent detail.	(c) Planning
(11) Industry, including energetic, consistent application to duties.	(d) Making decisions (e) Assignment of work
(12) Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also	(f) Training subordinates
consider adherence to deadlines unless failure to meet is	(g) Devising procedures (h) Emotional stability
attributable to causes beyond employee's control.	(i) Promoting high morale
(13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of	(j) Getting results
application.	(22) Ability on raids and dangerous assignments:
1 (14) Technical or mechanical skills.	(a) As leader (b) As participant
(15) Investigative ability and results:	(23) Organizational interest, such as making of suggestions for
	improvement.
(b) Criminal or general investigative cases (c) Fugitive cases	(24) Ability to work under pressure.
(d) Applicant cases	(25) Miscellaneous. Specify and rate: Dictation ability
(e) Accounting cases (16) Physical surveillance ability.	
(16) Physical surveillance ability.	
A. Specify general nature of assignment during most of rating period (such tor, etc.):	as security, criminal, applicant squad, or as Resident Agent, supervisor, instruc-
Security	
	duel man receased instructor engalser):
B. Specify employee's most noteworthy special talents (such as investigator, Investigator	
C. (1) Is employee available for general assignment wherever needs of services(2) Is employee available for special assignment wherever needs of services	ice require. Yes (If answer is not "yes," explain in narrative comments.) ce require? Yes (If answer is not "yes," explain in narrative comments.)
narrative comments.)	? NO 2. Has employee used more sick leave (including annual leave or LWOP d during such period? (If answer to either question is "Yes," explain in
E. Is employee qualified to operate a motor vehicle incidental to his official If answer is "yes," personnel file must reflect the following: (a) physically fit to drive. (c) Past safe driving record ()K or has passe	d Bureau road test.
Excellent Excellent	EMPLOYEE'S INITIALSO.m.
ADJECTIVE RATING: Outstanding, Excellent, Satisfactory, U	Insatisfactory

Atlanta, Georgia August 14, 1962

ALDEN F. MILLER Special Agent

PART I GENERAL COMMENTS

SA ALDEN F. MILLER is a tall, well built Agent making an excellent personal appearance. He is friendly and goodnatured, and has a pleasing personality. During the rating period, SA MILLER has been assigned primarily to the investigation of complicated Internal Security cases. He has also spent considerable time on working controversial Civil Rights and Election Law matters, and Security of Government Employees cases. He is continually striving to develop informant coverage in the security field, and he has participated in the Bureau applicant program. He has handled all of his assignments in a very commendable manner. SA MILLER's attitude towards his assignments is outstanding. He is forcible and aggressive in connection with his investigative work, and his paper work requires little or no supervision. He has no known physical limitations, and is completely available for special and general assignments. He is fully qualified to participate in raids and dangerous assignments, and capable of handling the most complicated Bureau investigative matters.

The Director commended SA MILLER through the Special Agent in Charge for his individual responsibilities and devotion to duty, which helped the Atlanta Office achieve zero delinquency for the months of May, June, and July 1962. The Director personally commended SA MILLER by letter dated August 1, 1962, for his high degree of skill, alertness and thoroughness in discharging his responsibilities in connection with the recent racial matter of interest to the Bureau.

PART II SPECIFIC COMMENTS

1. Justification for Any Minus Ratings Given

NA

Employee's Initials

HGR:mel

2. Experience and Ability as Inspector's Aide

NA

3. Participation in Informant Program

SA MILLER coordinates the Security Informant Program in the Atlanta Office. He also has several individual informants under development, and his participation in this program is very satisfactory.

4. Testifying Experience and Ability

SA MILLER's particular assignment does not result in testifying in court. However, he has testified in the past a number of times.

5. Disciplinary Action

SA MILLER was on probation throughout the rating period, which was occasioned as a result of his responsibility for the failure to furnish another office complete information in a teletype sent to that office. He has not received any disciplinary action during the rating period.

6. Accounting Information

NA

7. Police Instruction

SA MILLER is a qualified general police instructor, but he has not been used as a police instructor during the rating period because of his probationary status. His presentation at the Annual Agents Technical Conference was audited, and he is considered to be an excellent police instructor.

8. Sound Training

SA MILLER has received sound training at the Bureau, and recently demonstrated all the technical equipment at an Agents Technical Conference. He is competent to handle

Employee's Initials

sound matters, and has complete knowledge of the techniques that are necessary to perform with the Bureau equipment assigned to the Atlanta Division. SA MILLER also makes telephone and microphone surveys in Headquarters City and all Resident Agencies. He is in constant contact with the telephone company, and handles this liaison in an excellent manner.

He has not been called upon to make any actual installation of Mic-Tel or Tesurs during this rating period.

- 9. Resident Agents
 NA
- 10. Foreign Language Ability
 NA
- 11. Administrative Advancement
 - (a) Interested in: No.

Employee's Initials

	DERAL BUREAU OF TED STATES DEPAR	F INVESTIGATION TMENT OF JUSTICE		
CHIL	REPORT OF PERFORE	· 10-R. 110	Mark Market	p
THE INFORMATION CONTAINED WEREIN IS UNCLASSIFIED DATE 1018/00 BY SP 21 Name of Employee:	7LINTOVO	LER	A STATE OF THE PARTY OF THE PAR	
rvanic of Employee				
Where Assigned:	Atlanta (Division)	(Section, 1	Unit)	
Official Desirious Titles	Special Agen	t GS-13		
Official Position Title:	April 1, 196		1963	nel
Rating Period: from		to		withou
				47
				the
ADJECTIVE RATING.	Satisfactory			ploy&
ADJECTIVE RATING:	Satisfactory Outstanding, Excellent,	Satisfactory, Unsatisfactory		ployer nitial ess p
			G:	
Rated by:	Outstanding, Excellent,	Satisfactory, Unsatisfactory Supervisor		nitial ess approval of
Rated by: HENRY G. ROWSE, J.	Outstanding, Excellent, Signature R.	Supervisor Special Agent	3/31/63 Date	nitial ess approval of
Rated by:	Outstanding, Excellent,	Supervisor Special Agent	3/31/63	nitial ess approval of
Rated by: HENRY GAROWSE, IT Reviewed by:	Outstanding, Excellent, Signature B. Me Markov	Supervisor Supervisor Title Special Agent in Charge	3/31/63 Date 3/31/63	nitial ess approval of
Rated by: HENRY G. ROWSE, J. Reviewed by: JAMES E. McMAHON	Outstanding, Excellent, Signature Signature Signature	Supervisor Special Agent in Charge Title Title Title Title	3/31/63 Date 3/31/63 Date	nitial ess approval of
Rated by: HENRY G. ROWSE, J. Reviewed by: JAMES F. McMAHON Rating Approved by: (X)	Outstanding, Excellent, Signature Signature Signature TYPE OF RE	Supervisor Supervisor Title Special Agent in Charge Title Title Assistant Discont Title PORT () Administrative	3/31/63 Date 3/31/63 Date	nitial ess approval of
Rated by: HENRY G. ROWSE, J. Reviewed by: JAMES F. McMAHON Rating Approved by: (X)	Outstanding, Excellent, Signature Signature Signature TYPE OF RE	Supervisor Supervisor Title Special Agent in Charge Title Title Title	3/31/63 Date 3/31/63 Date MAY Date	nitial ess approval of

PE..FORMANCE RATING GUIL FOR IVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Nam	ie of Employee	ALDEN F. M	ILLER	Title Special Agent. GS-13
				Rating Period: from 4/1/62 to 3/31/63
		R_{i}	ATING GUIDE AND	CHECK-LIST
Note		ving pertinent bearing on emp	ployee's performance si	hould be rated. All employees in same salary grade should be compared.
_+	Rate items as follows: Outstanding (exceeding)	g excellent and deserving of s	pecial commendation).	
E	Excellent.		•	
	Satisfactory (good or Unsatisfactory.			
		oraise performance during ratio	ng period.	
	le for determining adjective	The state of the s		
ı.	coutstanding adjective rate everse of Form FD-185.	ing requires (A) that all rated el	lements be "-+" and (B)	that each and every rated element be factually justified by narrative detail on
ا ا	mechanical formulas; howe guide and check-list and madjective rating is reasonable. A. Any <u>element</u> rated "Un	ver, for an employee to be rated ust be rated "Excellent" or "Oule in the light of elements rated. satisfactory" must be supported	d "Excellent" he must n utstanding" on the maje d by narrative comments	the composite result of evaluating all rated elements rather than following any of be rated unsatisfactory on any performance evaluation factors on the rating ority of such rating factors. Good judgment must be exercised to insure that seements described on the reverse of form FD-185.
	O. Fill Official adjustive	dung of onsatisfactory must	Comply with the require	ments described on the reverse of 10/1/1 FD-165.
E	(1) Personal appearar	ice.		(17) Firearms ability.
Ę	(2) Personality and e	ffectiveness of his personal con		(18) Development of informants and sources of information.
-#		g dependability, cooperativenes		Reporting ability:
1		enability and willingness to eq	fullably share	(a) Investigative reports
E	(4) Physical fitness (i	ncluding health, energy, stamin	na).	(b) Summary reports (c) Memos, letters, wires
1	(5) Resourcefulness a	nd ingenuity.		(Consider: £_conciseness; £_clarity; £_organization;
7	(b) Forcefulness and (7) Judgment includi	aggressiveness as required. ng common sense, ability to arr ility to define objectives	rive at proper	thoroughness; taccuracy; tadequacy and perti-
	conclusions, ab	ility to define objectives.	tive at proper	nency of leads; <u>tadministrative detail.</u>)
<u>_</u>	(8) Initiative and the	taking of appropriate action on	own	(20) Performance as a witness.
4	responsibility.			(21) Executive ability: (a) Leadership
F	(9) Planning ability a (10) Accuracy and atte	and its application to the work.	•	(b) Ability to handle personnel
F	(11) Industry includin	g energetic, consistent applicati	ion to duties	(c) Planning
	(12) Productivity, incl	uding amount of acceptable wo	ork produced	(e) Assignment of work
	and rate of pro	gress on or completion of assig	gnments. Also	(f) Training subordinates (g) Devising procedures
سن	attributable to	rence to deadlines unless failu causes beyond employee's cont	trol	(h) Emotional stability
	(13) Knowledge of du	ties, instructions, rules and re	egulations, in-	(i) Promoting high morale
	cluding reading	ess of comprehension and "kr	now how" of	(j) Getting results (22) Ability on raids and dangerous assignments:
+	application.	L:_1 _1:11_		(a) As leader
-	(14) Technical or med (15) Investigative abili	nanicai skiiis. tv and results:		(b) As participant
	(a) Internal se	curity cases		(23) Organizational interest, such as making of suggestions for improvement.
	(b) Criminal of	or general investigative cases		(24) Ability to work under pressure.
	(c) Fugitive ca (d) Applicant	ises		[25] Miscellaneous. Specify and rate:
	(d) Applicant	Cases .		Dictation ability
土	(e) Accounting (16) Physical surveilla	nce ability.		
A.	Specify general nature of	assignment during most of ra	ting period (such as se	curity, criminal, applicant squad, or as Resident Agent, supervisor, instruc-
	tor, etc.):	ecurity	-	
В.	Specify employee's most n	oteworthy special talents (such	as investigator, desk n	nan, research, instructor, speaker):
		nvestigator	as an energy decomposition	
C.	(1) Is employee available	for general assignment wherev	ver needs of service req	uir Ves_ (If answer is not "yes," explain in narrative comments.)
	(2) Is employee available	for special assignment wherever	er needs of service requ	aireYES (If answer is not "yes," explain in narrative comments.)
D.	1. Has employee had an a for illness) during ratin narrative comments.)	bnormal sick leave record durig period than the amount of a	ing rating period? NO sick leave earned during	2. Has employee used more sick leave (including annual leave or LWOP ng such period?NO (If answer to either question is "Yes," explain in
	If answer is "yes," physically fit to drive	e. (c) Past safe driving record (following: (a) Has va OK or has passed Bure	and State or local operator's license for type vehicle he is to use. (b) Is eau road test.
	· ADJECTIVE RATING:.	Satisfact Outstanding, Excellent	OPY , Satisfactory, Unsatisf	EMPLOYEE'S INITIALS OF WU

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Atlanta, Georgia March 31, 1963

ALDEN F. MILLER Special Agent

PART I GENERAL COMMENTS

SA MILLER is tall, and has a well proportioned, robust build. His general demeanor is businesslike, and he always dresses in good taste. He has a very friendly personality, and conducts himself in an excellent fashion. He is capable of handling any complicated Bureau case, and is capable to participate in raids and dangerous assignments, both as a leader or as a participant. During this rating period, he has handled primarily security type matters, as well as many Civil Rights, Election Law, and Racial Matters, all in a very competent manner. His written work is well prepared, and requires less than an average amount of supervision. He is completely available, and has no known limitations on his physical condition. He is a very capable Agent, and consistently handles the more complicated investigative matters in the security field.

The Director commended SA MILLER through the Special Agent in Charge four times for his efforts in helping the Atlanta Office accomplish zero delinquency. He was also commended for the statistical accomplishments for fiscal year 1962, in that all four categories were exceeded by the Atlanta Division.

On August 1, 1962, the Director commended SA MILLER for the excellent manner in which he participated in the investigation conducted in connection with a racial matter of interest to the Bureau.

SA MILLER is a weekend supervisor, and has always discharged these responsibilities in a very satisfactory manner.

Employee's Initials

'HGR:mel

PART II - SPECIFIC COMMENTS

1. Justification for any Minus Ratings Given

NA

2. Experience and Ability as Inspector's Aide

NA

3. Participation in Informant Program

SA MILLER has six Potential Security Informants under development. It is felt he is making very good progress in this phase of the Bureau's work.

4. Testifying Experience and Ability

SA MILIER has not testified during this rating period. He handles primarily security type investigations, which do not lend themselves to testifying in Federal Court.



5. Disciplinary Action

On 2/27/62, SA MILLER was placed on probation as a result of his responsibility for failure to furnish another office complete information in a teletype sent to that office. He has not received any disciplinary action during this rating period. The Director removed him from a probationary status on 8/21/62. This was taken into consideration when arriving at adjective rating of Satisfactory.

6. Accounting Information

NA

7. Police Instruction

SA MILLER is a qualified general police instructor, and has participated in two police schools. The Special Agent in Charge has personally monitored his presentation, and stated he made a very good impression.

8. Sound Training

SA MILLER is competent and proficient to handle any sound matters and techniques that are necessary to perform with Bureau equipment assigned to this office. He has not been called upon to make any actual installation of Mic-Tel or Tesurs during this rating period. He discusses some technical equipment at firearms and all equipment at annual Agent technical conferences, and makes a very good presentation.

SA MILLER makes regular telephone and microphone surveys in Headquarters Office as well as Resident Agencies, and has excellent contacts with the Telephone Company.

Initials

 5	Res	sident Agents
	NA	
LO.	For	eign Language Ability
	NA	
L1.	Adn	inistrative Advancement
	(a).	Is Agent interested in administrative advancement?
		Yes () No (X)
((b)	Is Agent completely available for administrative advancement?
		Yes () No ()
•	(c)	Is Agent considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance?
		Yes () No ()
	(d)	If answer to (c) is "Yes," would you consider his qualifications
		Very Good () Excellent () Outstanding ()
		•

(e) If answer to (c) is "No," does he have potential for future administrative advancement?

Ofw.

No ()

Yes ()

FREERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: ALDEN F. MILLER	
Name of Employee: ALDEN F. MILLER	
Where Assigned: Atlanta	•
(Division)	(Section, Unit)
Official Position Title: Special Agent	GS-13
Official Position Title:	
Rating Period: from April 1, 1960	to March 31, 1961
•	
4 Th and Community and 10 Th 1	Employ
ADJECTIVE RATING: Excellent	Initia
Outstanding, Exc	cellent, Satisfactory, Unsatisfactory
1/ 100	
M. B. Pauch.	Supervisor 3/31/61
Rated by: Signature	
HENRY G. ROWSE, JR.	Title Date Date
Reviewed by: 6.6 Cice	in Charge 3/31/61
C. E. WEEKS Signature	Assistant Director Apare 20
18 6 Call	
Rating Approved by: Signature	Title Date
-8w	. Date
TYPE (OF REPORT
() om · i	
(X) Official	() Administrative
(X) Annual	() 60-Day
	() 90-Day
**************************************	() Transfer ()
	() Separation from Service
This document is prepared in re	sponse to your request and is not for dissemi- Its use is limited to official proceedings by
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PERFORMANCE RATING GUIDE FOR EVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of EmployeeALDEN F. MILLLER	Title Special Agent, GS-13
	Rating Period: from 4/1/60 to 3/31/61
RATING GUIDE	AND CHECK-LIST
	nce should be rated. All employees in same salary grade should be compared.
Rate items as follows:	
— — Outstanding (exceeding excellent and deserving of special commenda — Excellent.	tion).
Satisfactory (good or very good).	•
Unsatisfactory.	
No opportunity to appraise performance during rating period.	
Guide for determining adjective rating:	and (D) that analy and arrangement of alcoholds for the first first first by according datail on
reverse of Form FD-185.	nd (B) that each and every rated element be factually justified by narrative detail on
2. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend mechanical formulas; however, for an employee to be rated "Excellent" he neguide and check-list and must be rated "Excellent" or "Outstanding" on the adjective rating is reasonable in the light of elements rated. A. Any element rated "Unsatisfactory" must be supported by narrative comments.	
B. An "official" adjective rating of "Unsatisfactory" must comply with the re	equirements described on the reverse of form FD-185.
(1) Personal appearance.	(17) Firearms ability.
(2) Personality and effectiveness of his personal contacts. (3) Attitude (including dependability, cooperativeness, loyalty,	(18) Development of informants and sources of information.
enthusiasm, amenability and willingness to equitably share work load).	(a) Investigative reports
(4) Physical fitness (including health, energy, stamina).	(b) Summary reports
(4) Physical fitness (including health, energy, stamina). (5) Resourcefulness and ingenuity. (6) Forcefulness and aggressiveness as required. (7) Judgment, including common sense, ability to arrive at proper	(c). Memos, letters, wires
(6) Forcefulness and aggressiveness as required.	 (Consider: 1conciseness; +clarity; _ f _ organization; thoroughness; - t _ accuracy; _ f _ adequacy and perti-
	nency of leads; it administrative detail.)
conclusions, ability to define objectives.	(20) Performance as a witness.
(8) Initiative and the taking of appropriate action on own	(21) Executive ability:
responsibility.	(a) Leadership
(9) Planning ability and its application to the work. [2] (10) Accuracy and attention to pertinent detail.	(b) Ability to handle personnel
(11) Industry, including energetic, consistent application to duties.	(c) Planning (d) Making decisions
(12) Productivity, including amount of acceptable work produced	(e) Assignment of work
and rate of progress on or completion of assignments. Also	(f) Training subordinates
consider adherence to deadlines unless failure to meet is	(g) Devising procedures
attributable to causes beyond employee's control.	(h) Emotional stability (i) Promoting high morale
_E (13) Knowledge of duties, instructions, rules and regulations, in-	(i) Getting results
cluding readiness of comprehension and "know how" of application.	(22) Ability on raids and dangerous assignments:
(14) Technical or mechanical skills.	(a) As leader
(15) Investigative ability and results:	(b) As participant
(a) Internal security cases	(23) Organizational interest, such as making of suggestions for improvement.
(b) Criminal or general investigative cases	(24) Ability to work under pressure.
(c) Fugitive cases	(25) Miscellaneous. Specify and rate:
(d) Applicant cases	Dictation ability
(e) Accounting cases	
(16) Physical surveillance ability.	
tor, etc.): '	as security, criminal, applicant squad, or as Resident Agent, supervisor, instruc-
Security	
B. Specify employee's most noteworthy special talents (such as investigator, or	desk man, research, instructor, speaker):
Investigator	•
C. (1) Is employee available for general assignment wherever needs of service	ce require? YesIf answer is not "ves." explain in parrative comments)
(2) Is employee available for special assignment wherever needs of service	re require? YeAf answer is not "yes," explain in narrative comments.)
for illness) during rating period than the amount of sick leave earned narrative comments.)	2. Has employee used more sick leave (including annual leave or LWOP during such period? NO (If answer to either question is "Yes," explain in
E. Is employee qualified to operate a motor vehicle incidental to his official of If answer is "yes," personnel file must reflect the following: (a) I physically fit to drive. (c) Past safe driving record OK or has passed	las valid State or local operator's license for type vehicle he is to use. (b) is
ADJECTIVE RATING: Excellent Outstanding, Excellent, Satisfactory, U	nsatisfactory EMPLOYEE'S INITIALS
Gr.	

Atlanta, Georgia March 31, 1961

ALDEN F. MILLER Special Agent

PART I GENERAL COMMENTS

SA MILLER is a mature agent, has a large, sturdy build, dresses neatly, is well groomed and presents an excellent personal appearance. He has a friendly, businesslike personality.

SA MILLER continues to be assigned to Headquarters City with primary responsibility for the investigation of security-type cases involving the Communist Party, espionage, satellite nations and related matters.

He is very dependable, his written work is prepared in a careful and thorough manner and requires little or no supervision, and he has an excellent knowledge of the Bureau's rules and regulations. He has no limitations on his physical condition or availability that would affect his performance as an agent. He is certainly capable of handling invoked and complicated investigations, and can be used on dangerous assignments.

SA MILLER continues to be liaison agent with all local military intelligence agencies and is highly respected by them.

On January 5, 1961, SA MILLER, along with several other agents of the Atlanta Office, was commended by the Director for the excellent work done in the investigation and subsequent apprehension of Lawrence Robert Duncan, an Identification Order fugitive and a Conditional Release Violator.

<u>Asm</u> Initials

HGR:hs

PART II SPECIFIC COMMENTS

1. Justification for Any Minus Ratings Given

NA

2. Experience and Ability as Inspector's Aide

NA

3. Participation in Informant Programs

SA MILLER continues to coordinate the security informant program in the Atlanta Office. He is alert and has an excellent attitude, and is rated as very satisfactory.

4. Testifying Experience and Ability

Because of the nature of his assignments during this rating period, SA MILLER has not had the opportunity to testify. He has had considerable experience in testifying in the past.

5. Disciplinary Action

NA

6. Accounting Information

NA

7. Police Instruction

SA MILLER is a qualified general police instructor. He is assigned primarily to security and sound work and for that reason he has not been used as a police instructor during this rating period.

8. Sound Training

During this rating period SA MILLER has been called upon to make the regular telephone and microphone security surveys in Headquarters Office as well as

Initials

the Resident Agencies. No other occasion has occurred for the utilization of the new transitorized preamplifier equipment other than practice use. SA MILLER's work with equipment is generally limited to practice and experimental use in the Atlanta Office due to the lack of demand for actual installation of Mic-Tel or TESURS.

SA MILLER feels sufficiently competent and proficient to handle any sound matters and techniques that are necessary to perform with the equipment assigned this office. He attended a refresher course in sound matters in November, 1959, and it is felt that he is sufficiently qualified to handle any sound problems in this division.

SA MILLER has sufficient telephone company contacts to handle most any request that may be made of them.

9. Resident Agents
NA

10. Foreign Language Ability

NA

11. Administrative Advancement

(a) Interested in: Yes ___. No X__.

<u>. asw</u> Initials

5

Service of the servic

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

ALDEN F. MILLER Name of Employee: Atlanta Where Assigned: (Section, Unit) (Division) Special Agent GS-13 Official Position Title and Grade: April 1, 1964 March 31, 1965 Rating Period: Employee's initials Excellent ADJECTIVE RATING: Outstanding, Excellent, Satisfactory, Unsatisfactory 3/31/65 Supervisor Rated by: CHARLES S. HARDING, Title DateSpecial Agent 3/31/65 Reviewed by: Date Signature JOSEPH K. PONDER 1965 Assistant Director Rating Approx Signature Title Date TYPE OF REPORT Official Administrative Annual 60-Day 90-Day Transfer Separation from Service Special Bi-**REC 137** Search d ATurnt ared APR 19 1955

your request and is not for dissemiis limited to official proceedings by
be disclosed to unauthorized person-

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:D-185a (Rev. 4-14-58)

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNE

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee ALDEN F. MILLER	Title Special Agent, GS-13
	Rating Period: from 4/1/64 to 3/31/65
RATIN	G GUIDE AND CHECK-LIST
	's performance should be rated. All employees in same salary grade should be compared.
O No opportunity to appraise performance during rating per	iod. ·
reverse of Form FD-185. 2. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings a mechanical formulas; however, for an employee to be rated "Excellent" or "Outstan adjective rating is reasonable in the light of elements rated. A. Any element rated "Unsatisfactory" must be supported by national states.	ts be "+" and (B) that each and every rated element be factually justified by narrative detail on will depend upon the composite result of evaluating all rated elements rather than following any sellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating ding" on the majority of such rating factors. Good judgment must be exercised to insure that exercise comments. It with the requirements described on the reverse of form FD-185.
(1) Personal appearance. (2) Personality and effectiveness of his personal contacts. (3) Attitude (including dependability, cooperativeness, loy enthusiasm, amenability and willingness to equitable work load). (4) Physical fitness (including health, energy, stamina). (5) Resourcefulness and ingenuity. (6) Forcefulness and aggressiveness as required. (7) Judgment, including common sense, ability to arrive at conclusions, ability to define objectives. (8) Initiative and the taking of appropriate action on own responsibility. (9) Planning ability and its application to the work. (10) Accuracy and attention to pertinent detail. (11) Industry, including energetic, consistent application to and rate of progress on or completion of assignment consider adherence to deadlines unless failure to attributable to causes beyond employee's control. (13) Knowledge of duties, instructions, rules and regulate cluding readiness of comprehension and "know happlication. (14) Tochnical or-mechanical skills. (15) Investigative ability and results: (a) Internal security cases (b) Criminal or general investigative cases (c) Fugitive cases (d) Applicant cases (e) Accounting cases	alty, y share (19), Reporting ability: (a) Investigative reports (b) Summary reports (c) Memos, letters, wires (Consider:
(16) Physical surveillance ability.	
A. Specify general nature of assignment during most of rating parts tor, etc.):	period (such as security, criminal, applicant squad, or as Resident Agent, supervisor, instruc-
Security	
B. Specify employee's most noteworthy special talents (such as in Investigator	
	eds of service require: Yes (If answer is not "yes," explain in narrative comments.) eds of service require? Yes (If answer is not "yes," explain in narrative comments.)
narrative comments.)	ting period? No 2. Has employee used more sick leave (including annual leave or LWOP eave earned during such period? NO (If answer to either question is "Yes," explain in
E. Is employee qualified to operate a motor vehicle incidental to If answer is "yes," personnel file must reflect the follophysically fit to drive. (c) Past safe driving record OK o	wing: (a) Has valid State or local operator's license for type vehicle he is to use. (b) Is $-$
ADJECTIVE RATING: EXCELLENT Outstanding, Excellent, Sati	isfactory, Unsatisfactory EMPLOYEE'S INITIALS

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NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY:

SA ALDEN F. MILLER makes an excellent personal appearance. He dresses conservatively in good business taste. He has an excellent personality, and makes a very favorable impression.

- 2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:
 SA MILLER has handled during the rating period numerous dangerous assignments in an outstanding manner. He can be utilized in this type assignment in the future.
- 3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING
 PERFORMANCE; AND SICK LEAVE INFORMATION:

 SA MILLER is completely available for general and special assignment. There are no physical limitations affecting his performance.
- 4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE, INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

During the entire rating period SA MILLER has been assigned to the Security Squad of the Atlanta Division where he has handled the most involved Security, Racial, and Civil Rights matters. He has consistently demonstrated an excellent attitude towards his work and consistently used outstanding judgment and resourcefulness. His work requires the bare minimum of supervision.

SA MILLER has handled highly confidential investigations in connection with the Communist influence in racial matters, and his contribution to the achievements of the Atlanta Office in this respect have been outstanding. His investigative ability and results, and his reporting ability are outstanding in every respect.

SA MILLER is a qualified weekend supervisor, and periodically serves in this capacity on Saturdays.

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つ ノ 5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

NA

6. <u>DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS:</u> (List items taken into consideration on rating guide and check list.)

NA

7. PARTICIPATION IN INFORMANT PROGRAMS:

SA MILLER has a Security Informant assigned to him which he has developed. He has also developed numerous vital Sources of Information in private industry who have been able to greatly (See 2A)

8. TESTIFYING EXPERIENCE AND ABILITY:

SA MILLER has not testified during the rating period, but has testified previously and was an excellent witness.

9. ACCOUNTING INFORMATION:

NA

10. POLICE INSTRUCTION:

SA MILLER is a general police instructor; however, because of his assignments in the Security field, and his confidential work it has only been possible to assign him to one police school during the rating period. Judging by previous performance his delivery is excellent, and favorable comments have been received concerning his performance. His one performance during the rating period was not audited.

11. RESIDENT AGENTS:

NA

asn

7. assist the Atlanta Division in accomplishing its desired results. His performance in this phase of the Bureau's program is excellent.

- 2A -

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12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

NA

3.	FOREIGN LANGUAGE ABILITY:		
	NA		
	Language in which proficient Completed language school Yes No Fluent in language to extent Agent can handle problems as follows: (1) Conversation form Yes No	e typical ir	vestigative
	(2) Written form Yes No		
	Evaluate language proficiency in each phase as excellent, very go	od, good, f	air or
	Language Read Write	Speak	Understand
	Frequency language ability used during rating per	riod:	
	Frequency of use of language ability anticipated	during ens	uing year:
4.	ADMINISTRATIVE ADVANCEMENT:		•
	(a) Agent is interested in administrative advancement.	☐ Yes	∑ No
	(b) Agent is completely available for administrative advancement.	☐ Yes	□ No
	(c) Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance.	Yes	[□·No
	(d) If answer to (c) is "Yes," Agent's qualifications considered very good excellent outstanding	٠٠٠ ا	
	(e) If answer to (c) is "No," Agent considered to have potential for future administrative advancement. (If applicable,		
	explanatory comments required.)	☐ Yes	□ No

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FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE:

REPORT OF PERFORMANCE RATING

•				
Name of Employee:	ALDEN F. MILLER	·		
Where Assigned:	Atlanta (Division)	(Section, Un	it)	
Official Position Title	and Grade:Special	Agent GS-13	•	ne ne
Rating Period: from	April 1, 1965	to March 31,	1966 .	ur Committ l without ti
DJECTIVE RATING:	Excellent Outstanding, Excellent,	Satisfactory, Unsatisfactory	Employee's Initials	he express appro
ated by: CHARLES S. HARD: eviewed by: JOSEPH K. PONDER	Signature	Supervisor Title Special Agent in Charge Title Assistant Director	3/31/66 Date APR 231/66	it may not be disclos val of the FBI.
ating Approved by:	Signature	Title	Date	ed to
cyles/or	X Annual CO 12	Administr 60-D 90-D	ay ser ration from Service	unduthorized person

and is not for dissemi-

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PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Empl	oyee ALDEN F. MILLER	_Title _	Spec	ial	Agent,	GS-13 .
•					4/1/65	to 3/31/66
	RATING GUIDE AND	CHECK-L	IST	•		
compo RATE	those items having pertinent bearing on employee's performance ared. E ITEMS AS FOLLOWS: anding (exceeding excellent and deserving of special commenda		be rated	d. All	employees in s	ame salary grade should be
Excel Satisf	llent. factory (good or very good).	acion,				
O No op	risfactory. Oportunity to appraise performance during rating period.	•				
1. "Outstandi narrative de la "Excellent rather than any performation such rating A. Any ele B. An office of the "	ing" adjective rating: ing" adjective rating requires (A) that all elements be + and (I) letails, including reasons for considering each worthy of Specials," "Satisfactory" or "Unsatisfactory" adjective ratings will depend following any mechanical formulas; however, for an employee of mance evaluation factors on the rating guide and check-list and gractors. Good judgment must be exercised to insure that adject the mance of "Unsatisfactory" must be supported by narrative control rating of "Unsatisfactory" must be supported in writing stated (90-day) prior warning, and (3) the efforts made after the warning and must be attached to FD-185a.	al Comme pend upor to be rate must be ctive rati omments. ating (1)	ndation the co ed "Exc rated " ing is re wherein	and be omposited lent" Excellent easonab	e result of evalue he must not be not or "Outstate in the light	D-185a. luating all rated elements e rated unsatisfactory on nding" on the majority of of elements rated. nsatisfactory, (2) the facts
(2) (3) (4) (5) (6) (7) (8) (10) (11) (12) (12) (13) (14) (14)	Personal appearance. Personality and effectiveness of his personal contacts. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load). Physical fitness (including health, energy, stamina). Resourcefulness and ingenuity. Forcefulness and aggressiveness as required. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives. Initiative and the taking of appropriate action on own responsibility. Planning ability and its application to the work. Accuracy and attention to pertinent detail. Industry, including energetic, consistent application to duties. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application. Investigative ability and results: (a) Internal security cases (b) Criminal or general investigative cases (c) Fugitive cases (d) Applicant cases (e) Accounting cases	生士 0	(17) (18) (18) (19) (20) (21) (22) (23)	Perform Execution Ability Miscell	tion. ng ability: (a) Investiga (b) Summary (c) Memos, le (conside ————————————————————————————————————	reports retters, wires r: — conciseness; — clarity; rization; — thoroughness; — acy; — adequacy and pertinence administrative detail.) ress. p handle personnel cisions ret of work rubordinates rocedures stability high morale sults angerous assignments: pant ret, such as making of sug- ent. pressure. fy and rate:
(15) I	Physical surveillance ability.				Dictation abil	
Specify gen supervisor	neral nature of assignment during most of rating period (such as, instructor, etc.):	s security	y, crimi	nal, ap	plicant squad,	cr as Resident Agent,
	Security			,	······································	
Specify em	ployee's most noteworthy special talents (such as investigator Investigator	, desk m	an, rese	earch, i	nstructor, speย	ker);
	loyee available for general assignment wherever needs of servi					
(2) Is emp	loyee available for special assignment wherever needs of servints.)					
question is	ployee had an abnormal sick leave record during rating period? WOP for illness) during rating period than the amount of sick less "yes," explain in narrative comments.)					•
Is employe If answer i (b) Is phy:	e qualified to operate a motor vehicle incidental to his official s "yes," personnel file must reflect the following: (a) Has valuables fit to drive. (c) Past safe driving record OK or has pas	duties? did State ssed Bure	or loca	es [] operai l test.] No for's license fo	or type vehicle he is to use.
ADJECTIV	EXCELLENT	Um - 12 d			EMPLOYEE'S	INITIALS CEAN
	Outstanding, Excellent, Satisfactory, U	unsatisfa	ctory			
		\sim	1			

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NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY:

SA ALDEN F. MILLER makes an excellent personal appearance. He dresses conservatively in good business taste. He is extremely personable and effective in his contacts.

- 2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

 SA MILLER has handled numerous highly dangerous assignments during the rating period in an outstanding manner. He is especially adept at working under pressure.
- 3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING
 PERFORMANCE; AND SICK LEAVE INFORMATION:
 SA MILLER is completely available for general and spec

SA MILLER is completely available for general and special assignment. There are no physical limitations affecting his performance.

4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE, INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

During the entire rating period SA MILLER has been assigned to the #3 Squad of the Atlanta Division. He has handled the most involved Security, Racial, and Civil Rights Matters. He is qualified to handle the most complicated investigative matters, and requires a minimum of supervision. He consistently uses outstanding judgment, and his forcefulness and resourcefulness can be rated as outstanding. His attitude towards all assignments is excellent. SA MILLER is an outstanding investigator, and his reporting ability can be rated as outstanding. He has made a very significant contribution to the investigation of communist influence in racial matters through his technical knowledge and ability. SA MILLER is a qualified weekend supervisor, and periodically serves in this capacity on Saturdays.

SA MILLER has not made a contribution to the applicant program in the Atlanta Division.

Atu/ Initials 5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

NA

6. DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS: (List items taken into consideration on rating guide and check list.)

NA

7. PARTICIPATION IN INFORMANT PROGRAMS:

SA MILLER has developed numerous vital Sources of Information which have enabled the Atlanta Office to participate in highly confidential investigative techniques. He has handled this 8. TESTIFYING EXPERIENCE AND ABILITY:

SA MILLER has not testified during the rating period.

9. ACCOUNTING INFORMATION:

NA

10. POLICE INSTRUCTION:

SA MILLER is a general police instructor and handles occasional police schools. Due to his confidential assignments in the security field, he is only used in police schools when absolutely necessary. His performance in technical conferences has been audited by the SAC and ASAC, and he is considered an excellent instructor.

11. RESIDENT AGENTS:

NA

12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

NA

13.	FO	REIGN LANGUAGE ABILITY:							
		NA NA		•					
	Language in which proficient Completed language school								
		luate language proficiency in each phase as excellent, very good	od, good, i	fair or					
	uns	<u>Language</u> <u>Read</u> <u>Write</u>	Speal	<u>Understand</u>					
		6							
,	Free	quency language ability used during rating per	riod:						
	Free	quency of use of language ability anticipated	during ens	uing year:					
14.	ADN	MINISTRATIVE ADVANCEMENT:							
	(a)	Agent is interested in administrative advancement.	☐ Yes	X No					
	(b)	Agent is completely available for administrative advancement.	☐ Yes	□ No					
	(c)	Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance.	☐ Yes	□ No					
	(d)	If answer to (c) is "Yes," Agent's qualifications are considered very good excellent outstanding	d						
		If answer to (c) is "No," is Agent considered to have potential for future administrative advancement? (If applicable, explanatory comments required.)	☐ Yes	□ No					
			•						

Atau Initials

FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE.

REPORT OF PERFORMANCE RATING WAS Sometimes of Section 1988 ALDEN F. MILLER Name of Employee: Atlanta Where Assigned: (Section, Unit) (Division) Official Position Title and Grade: _____Special Agent GS-13 March 31, 1967. April 1, 1966 · Rating Period: from _ Employee's Initials Excellent ADJECTIVE RATING: Outstanding, Excellent, Satisfactory, Unsatisfactory 3/31/67 Supervisor Rated by: signature HARDING CHARLES S. Special Agent 3/31/67 in Charge Reviewed by: TitleFRANK V Assistant Director Rating Approved by: Title Signature Date TYPE OF REPORT not for dissemi-proceedings by Official Administrative horized person-Annual 60-Day 90-Day Transfer Separation from Service Special $\sum_{i=1}^{n} \Omega_{i} n_{i} n_{i}^{2}$ ٤

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PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

łame o	f Employee	ALDEN	F. MI	LLER	Title	Special	L Agent,	GS-13
					Rating Per	iod: from	4/1/66	_{to} 3/31/67
				RATING GUIDE AND				
lote:	compared.		bearing o	n employee's performance	should be	rated. All em	iployees in same	salary grade should be
+	RATE ITEMS AS Outstanding (excellent.		and deser	ving of special commenda	tion).			•
	Satisfactory (good	d or very good).						• .
	Unsatisfactory. No opportunity to	appraise perform	nance duri	ng rating period.				
narr narr E. "Ex rath any such A. B.	ative details, included lent," "Satisfactor of the state	ve rating require uding reasons for tory" or "Unsation mechanical factors on Good judgment mu"Unsatisfactory of "Unsatisfactory or warning, and (r consider sfactory" ormulas; he rating ust be exer must be ry" must be so the effect of the effect	all elements be + and () ing each worthy of Special adjective ratings will dep owever, for an employee of guide and check-list and reised to insure that adject supported by narrative co be supported in writing state orts made after the warning	d Commendate of the control of the c	ation and be a ne composite of "Excellent" he ed "Excellent is reasonable erein the perf	ttached to FD-185 result of evaluating must not be rated to or "Outstanding in the light of electrons or mance is unsati	oa. In all rated elements In all rated In all r
是十年女臣生居 十十	(3) Attitude (incloyalty, entloyalty, entloyalty, entloyalty, entloyalty, entloyalty, entloyalty, equitably should be equitably entroper concius (10) Accuracy and (11) Industry, including should be employed and assignments unless failude employed should be employed should be equitable (14) Investigative (14) Investigative (15) (16) (16) (17)	and effectiveness cluding dependant husiasm, amenable husiasm, amenable husiasm, amenable husiasm, and ingenutes and aggressive and the taking of a lity. The bold of the taking of a lity and its appoint attention to perform the first of the cluding energetic and rate of progressive to meet is attention. The control. The following instruction of duties, instructed address of compared to meet is attention.	health, endity. health, endity. eness as rese, as condefine of acceptant of acceptant of acceptant of acceptant of acceptant and adherence ributable to a case of a ca	ergy, stamina). equired. pility to arrive at objectives. e action on own the work. tail. ent application to eptable work ompletion of e to deadlines to causes beyond es and regulations, and "know how"		information 18) Reporting 19) Performation 20) Executive (1) (21) Ability of (22) Organizations 23) Ability to 24) Miscellar	nent of informants on. g ability: (a) Investigative (b) Summary report (c) Memos, letter: (Consider: ———————————————————————————————————	reports s, wires conciseness;clarity; ion;thoroughness; adequacy and pertinency administrative detail.) lle personnel ons work dinates edures oility a morale rous assignments: ach as making of sug- sure.
	cify general nature ervisor, instructor Secu	, etc,):	during mos	t of rating period (such a	s security,	criminal, appl	icant squad, or a	s Resident Agent,
3. Spe		ost noteworthy s	pecial tale	ents (such as investigator	, desk man,	research, ins	structor, speaker)	
(2)	comments.) Is employee avail comments.)	able for special	assignmer	nt wherever needs of serv	ice require?	Yes	nswer is not "yes	," explain in narrative
que	stion is "yes," ex	plain in narrativ	e comment					
E. Is e If a (b)	employee qualified nswer is "yes," po Is physically fit t	to operate a motersonnel file musto drive. (c) Pas	or vehicle it reflect th st safe dri	incidental to his official he following: (a) Has va ving record OK or has pas	duties? [lid State or ssed Bureau	X Yes Docal operator roud test.	No or's license for ty	pe vehicle he is to use.
AD	IECTIVE DATING	Ex-	celle	nt		F	MPLOYEF'S INI	TIALS LIMIL
AD.	JECTIVE RATING	:		Excellent, Satisfactory, 1	Insatisfacto	ory	am LUILL 3 IM	11067
			_					

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NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY:

SA MILLER makes an excellent personal appearance, dressing conservatively in good business taste. He is personable and effective in his contacts.

2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

SA MILLER has handled highly dangerous assignments during the rating period as a leader and participant in an outstanding manner.

3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING PERFORMANCE; AND SICK LEAVE INFORMATION:

SA MILLER is completely available for general or special assignment. There are no physical limitations affecting his performance.

4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE, INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

During the entire rating period, SA MILLER has been assigned to the #3 Squad of the Atlanta Division. He has handled the most involved security, racial and civil rights matters, and has been responsible for the development of numerous highly placed sources in institutions of learning and Government agencies which sources have made significant contributions to Atlanta's overall investigative responsibilities. He has also handled involved SGE investigations.

SA MILLER is an outstanding investigator, and his reporting ability is outstanding in every respect. He has demonstrated an outstanding attitude towards his assignments, and has consistently used outstanding judgment. He requires a minimum of supervision. He has made a very significant contribution to the investigation of the communist influence in racial matters through his technical knowledge and ability. He is a qualified weekend supervisor and periodically serves in this capacity on Saturdays.

SA MILLER is aware of the Bureau's needs with respect to applicant recruiting; however, his efforts have not resulted in the appointment of any Bureau applicants.

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

SA MILLER received a personal letter of commendation from the Director on 5/25/66, for his exemplary services in connection with an operation of much interest to the Bureau in the security field. SA MILLER shared the commendation of the (See 2-A)

6. DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS: (List items taken into consideration on rating guide and check list.)

NA

7. PARTICIPATION IN INFORMANT PROGRAMS:

SA MILLER has been instrumental in developing numerous highly placed sources in Government and institutions of learning, which have been of significant service to the Bureau. He has also developed sources which have enabled the Atlanta (See 2-A)

8. TESTIFYING EXPERIENCE AND ABILITY:

SA MILLER testified before a United States Commissioner during the rating period in a very satisfactory manner.

9. ACCOUNTING INFORMATION:

NA

10. POLICE INSTRUCTION:

SA MILLER is a general police instructor; however, due to his confidential assignments he has not been used on police schools during the rating period.

11. RESIDENT AGENTS:

NA

Continuation

Item 5.

Atlanta Office for its splendid statistical accomplishments during Fiscal Year 1966.

Item 7.

Office to participate in highly confidential investigative techniques, these sources having been of inestimable value to the Bureau.

- 2-A -

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12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

NA

13.	FO	REIGN LANGUAGE ABILITY:			
		NA			
	Cor Flu	nguage in which proficient	e typical i	nvestigative	
	pro	blems as follows: (1) Conversation form Yes No (2) Written form Yes No			
		aluate language proficiency in each phase as excellent, very gosatisfactory	od, good,	fair or	
		<u>Language</u> <u>Read</u> <u>Write</u>	Spea	k <u>Understan</u>	<u>1d</u>
		•	•		
			<u>.</u>		-
		· · · · · · · · · · · · · · · · · · ·	_		••
	Fre	quency language ability used during rating per	riod:		
	Fre	quency of use oflanguage ability anticipated	during ens	suing year:	
l 4.	AD	MINISTRATIVE ADVANCEMENT:		•	
•	(a)	Agent is interested in administrative advancement.	☐ Yes	No	
	(b)	Agent is completely available for administrative advancement.	Yes Yes	□ No	
	(c)	Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance.	┌ Yes	┌─ No	
	(d)	If answer to (c) is "Yes," Agent's qualifications are considere very good excellent outstanding	d	-	
•	(e)	If answer to (c) is "No," is Agent considered to have potential for future administrative advancement? (If applicable, explanatory comments required.)	┌ Yes	┌── No	

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FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

E RATING MANAGEMENT OF THE PARTY OF THE PART

CHARLES S. HARDSignature Title Dat Special Agent	
Rating Period: from April 1, 1967 to March 31, 1968 ADJECTIVE RATING: Excellent Outstanding, Excellent, Satisfactory, Unsatisfactory Rated by: CHARLES S. HARDSWature Special Agent in Charge 3/31 Reviewed by: FRANK V. Signature Title Date Reviewed by: FRANK V. Signature Title Date Reviewed by: Trank V. Assistant Director APK Excellent Assistant Director	<u>.</u>
ADJECTIVE RATING: Excellent	
Rated by: Rated by: CHARLES S. HARDSWature Reviewed by: FRANK V. Signature Signature FRANK V. Signature Rating Approved by: Rating Approved by: Assistant Director APK E	
Reviewed by: Reviewed by: Title Special Agent in Charge Title Date Assistant Director APK E	ree's
Rating Approved by: Signature Assistant Director AFK	1/33 e 1/68
Signature Title Date	
- the party is a special common to the party of the party	
TYPE OF REPORT Administrative 60-Day 90-Day Transfer Separation from Se	rvice

Jain Maria

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nel without the express approval of your Committee outside your and the Committee. content may not approval of the lts use FBI. your-request and is not for disseming limited to official proceedings by be disclosed to unauthorized person-

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name	of Employee	ALDEN F. MILLER	· · · · · · · · · · · · · · · · · · ·				
<u></u>							
		RATING GUIDE	AND CHECK-LIST				
Note:	Only those items having compared. RATE ITEMS AS FOLI		mance should be rated. All employees in same salary grade should be				
+ E	 Outstanding (exceeding Excellent. 	g excellent and deserving of special com	amendation).				
	 Satisfactory (good or v Unsatisfactory. No opportunity to appre 						
1. "C na 2. "E rat an su A.	O No opportunity to appraise performance during rating period. Solide for determining adjective rating: "Outstanding" adjective rating requires (A) that all elements be + and (B) that each and every rated element be factually justified by narrative details, including reasons for considering each worthy of Special Commendation and be attached to FD-185a. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated. A. Any element rated "Unsatisfactory" must be supported by narrative comments. B. An official rating of "Unsatisfactory" must be supported in writing stating (1) wherein the performance is unsatisfactory, (2) the facts of the (90-day) prior warning, and (3) the efforts made after the warning to help the employee bring his performance up to a satisfactory level and must be attached to FD-185a.						
E E+	(1) Personal appeara (2) Personality and e (3) Attitude (including	ffectiveness of his personal contacts. g dependability, cooperativeness,	(16) Firearms ability. (17) Development of informants and sources of information.				
三十十二十	equitably share w (4) Physical fitness (5) Resourcefulness (6) Forcefulness and (7) Judgment, including proper conclusion	(including health, energy, stamina).	(18) Reporting ability: (a) Investigative reports (b) Summary reports (c) Memos, letters, wires (Consider: I conciseness; I clarity; Torganization; I thoroughness; Taccuracy; I adequacy and pertinen of leads; I administrative detail.)				
李 士	responsibility. (9) Planning ability a (10) Accuracy and atte (11) Industry, includin duties. (12) Productivity, incl	and its application to the work. ention to pertinent detail. ag energetic, consistent application to luding amount of acceptable work	(19) Performance as a witness. (20) Executive ability: (a) Leadership (b) Ability to handle personnel (c) Planning (d) Making decisions				
<u>E</u> +	produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control. (13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application. (14) Investigative ability and results: ———————————————————————————————————						
+	(b) Crimi (c) Fugit (d) Appli	nal or general investigative cases ive cases cant cases unting cases	(22) Organizational interest, such as making of suggestions for improvement. (23) Ability to work under pressure. (24) Miscellaneous. Specify and rate: Dictation ability Elircau applicant progra				
	pecify general nature of as pervisor, instructor, etc.)	:	such as security, criminal, applicant squad, or as Resident Agent,				
B. Sp	ecify employee's most no	- · ·	tigator, desk man, research, instructor, speaker):				
) In annih	Investigator	f complete required YCS (If another is not flues " complete in norther				
(2	 (1) Is employee available for general assignment wherever needs of service require? Yes (If answer is not "yes," explain in narrative comments.) (2) Is employee available for special assignment wherever needs of service require? Yes (If answer is not "yes," explain in narrative comments.) 						
le	Has employee had an ab ave or LWOP for illness) estion is "yes," explain	during rating period than the amount of	eriod? NO 2. Has employee used more sick leave (including annual sick leave earned during such period? NO (If answer to either				
If	answer is "yes," personn	erate a motor vehicle incidental to his one file must reflect the following: (a) In the control of the control	las valid State or local operator's license for type vehicle he is to use.				
	٠	Excellent	EMPLOYEE'S INITIALS PARTY				
A	DJECTIVE RATING:	Outstanding, Excellent, Satisfac					
		Outstanding, excertent, paristac	total Curitimatora				

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NW 55076 DocId:32989533 Page 54

NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY:

F D-1850 (Mev. 2-12-05)

SA MILLER makes an excellent personal appearance, dressing in good business taste. He is effective in his contacts and is extremely personable.

2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:
SA MILLER has participated in highly dangerous assignments during the period in an outstanding manner.

3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING PERFORMANCE; AND SICK LEAVE INFORMATION:

SA MILLER is completely available for general or special assignment, and there are no known physical limitations affecting his performance.

4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE, INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

During the entire rating period SA MILLER has been assigned to the #3 Squad of the Atlanta Division and has handled involved investigative matters in the racial, security, and civil rights fields. He can handle involved investigative matters with a minimum of supervision and has handled numerous complicated SGE and applicant investigations with a security connotation.

SA MILLER is an outstanding investigator and his written communications are outstanding in every respect. He has consistently demonstrated an outstanding attitude toward his assignments, and his penetrative and thorough investigations involving security subjects and individuals with intelligence training have been of immeasurable value to the Bureau. SA MILLER is a qualified weekend supervisor and periodically serves in this capacity on Saturdays.

SA MILLER has recruited an applicant for the Bureau and his contribution is considered excellent in this vital Bureau program.

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:
SA MILLER shared the commendation of the Atlanta Office
for its splendid statistical accomplishments achieved during
fiscal year 1967. He also shared the commendation of the
Atlanta Office for his participation in the clerical applicant

6. PISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS:

(List items taken into consideration on rating guide and check list.)

By letter dated January 5, 1968, SA MILLER was censured for violating specific instructions restricting the investigation which could be conducted without Bureau approval. He was downgraded from outstanding to excellent in number 7 and number 13 on the rating guide sheet.

7. PARTICIPATION IN INFORMANT PROGRAMS:
SA MILLER has 2 informants in ghetto areas under development and also has a source whom he has developed sufficiently in the security field to be furnishing current and valuable information. SA MILLER has also developed excellent sources in private industry who have been of immeasurable service to the Bureau in security investigations.

8. TESTIFYING EXPERIENCE AND ABILITY:

SA MILLER testified before a U. S. Commissioner during the rating period in an excellent manner.

9. ACCOUNTING INFORMATION:

NA

10. POLICE INSTRUCTION:

SA MILLER is a general police instructor; however, his confidential assignments have precluded his use during the rating period.

11. RESIDENT AGENTS:

NA

Initials

-2- 4

12.	EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:						
	NA .						
13.	3. FOREIGN LANGUAGE ABILITY:						
	NA						
	Language in which proficient Completed language school Yes No Fluent in language to extent Agent can handle typical investigative problems as follows: (1) Conversation form Yes No (2) Written form Yes No						
	Evaluate language proficiency in each phase as excellent, very good, good, fair or						
unsatisfactory Language Read Write Speak Und							
	•						
	•						
·							
	Frequency language ability used during rating period:						
	Frequency of use of language ability anticipated during ensuing year:						
14. ADMINISTRATIVE ADVANCEMENT:							
(a) Agent is interested in administrative advancement.							
	(b) Agent is completely available for administrative advancement. Yes No						
(c) Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance.							
	(d) If answer to (c) is "Yes," Agent's qualifications are considered very good excellent outstanding						
	(e) If answer to (c) is "No," is Agent considered to have potential						

for future administrative advancement? (If applicable,

explanatory comments required.)

Initials

☐ Yes

□ No

Item 5 continued

By letter dated September 6, 1967, SA MILLER was personally commended by the Director for the fine job he did in preparation of a lengthy prosecutive summary report relative to a sedition matter.

arm

FEDERAL BUREAU OF INVESTIGATION

UNITED STATES DEPARTMENT OF JUSTICE

ALL INFORMATION CONTAINED

HEREIN IS UNCLASSIFIED

DATE 10/18/00

BY SPIN TON CONTAINED REPORT OF PERFORMANCE RATING

INCLASSIS SPICE			*	
lame of Employee:	ALDEN F. MILLER			
Where Assigned:	ATLANTA			
unere Haarbuea.	(Division)	(Section, Unit)		
Official Position	Title and Grade: Special A	gent, GS-13		
Rating Period: fro	m August 22, 1968	to November 2	2, 1968	nat you nel
				ion ou ir Com withou
DJECTIVE RATING	EXCELLENT Outstanding, Excellent,	Satisfactory, Unsatisfactory	Employee'sInitials	tside your (mittee and i ut the expre
•			atur	he cont
Rated by:	harlen T. Hayner	Supervisor	11/22/68	tee. tent n roval
Ci	HARLES T. HAYNES	Title Special Agent in Charge	Date 11/22/68	Its use nay not of the
Reviewed by:	Signature RANK V. HITT	Title .	Date Date	ot be
Rating Approved by		Assistant Director Title	DEC 16 1968	limited t disclosed I
	TYPE OF RE	EPORT	a - come as well as and as well as an are as	to officia ed to unas
	Official Annual	Administrat	- a, mt ton	authorize
			er tion from Service	d person-
	•	Specia	l	1 &

Name of Employee

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

ALDEN F. MILLER

NW 55076 DocId:32989533 Page 60

	DATING CHINE AND	CHECKLICT	•				
Nata-	Only those items beging partinent begring on amployae's performance		ad All amployage in same salary made should be				
+ F	ote: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared. RATE ITEMS AS FOLLOWS: Outstanding (exceeding excellent and deserving of special commendation). Excellent.						
	_ Satisfactory (good or very good).						
0	 Unsatisfactory. No opportunity to appraise performance during rating period. 						
	for determining adjective rating:		Ψ				
1. "O nar 2. "E rat any suc A.	utstanding" adjective rating requires (A) that all elements be + and (rative details, including reasons for considering each worthy of Special xcellent," "Satisfactory" or "Unsatisfactory" adjective ratings will deplete than following any mechanical formulas; however, for an employee performance evaluation factors on the rating guide and check-list and charting factors. Good judgment must be exercised to insure that adject Any element rated "Unsatisfactory" must be supported by narrative conficial rating of "Unsatisfactory" must be supported in writing stated of the (90-day) prior warning, and (3) the efforts made after the warning level and must be attached to FD-185a.	al Commendation pend upon the control to be rated "Extended to be rated ective rating is comments."	on and be attached to FD-185a. composite result of evaluating all rated elements cellent" he must not be rated unsatisfactory on "Excellent" or "Outstanding" on the majority of reasonable in the light of elements rated. in the performance is unsatisfactory, (2) the facts				
É	_ (1) Personal appearance.	<u>E</u> (16)	Firearms ability.				
	_ , (2) Personality and effectiveness of his personal contacts.		Development of informants and sources of				
	(3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to		information. Reporting ability:				
E	equitably share work load).		(a) Investigative reports				
F	 (4) Physical fitness (including health, energy, stamina). (5) Resourcefulness and ingenuity. 		(b) Summary reports (c) Memos, letters, wires				
产	 (6) Forcefulness and aggressiveness as required. (7) Judgment, including common sense, ability to arrive at 		(Consider: #conciseness; #clarity; #crganization; #thoroughness;				
	proper conclusions, ability to define objectives.						
	(8) Initiative and the taking of appropriate action on own responsibility.	<u>(19)</u>	of leads; ——administrative detail.) Performance as a witness.				
+	_ (9) Planning ability and its application to the work.	(20)	Executive ability:				
7	 (10) Accuracy and attention to pertinent detail. (11) Industry, including energetic, consistent application to 		(a) Leadership (b) Ability to handle personnel				
مان	duties.		(c) Planning				
-T_	_ (12) Productivity, including amount of acceptable work produced and rate of progress on or completion of		(d) Making decisions (e) Assignment of work				
	assignments. Also consider adherence to deadlines		(f) Training subordinates				
	unless failure to meet is attributable to causes beyond employee's control.	•	(g) Devising procedures (h) Emotional stability				
E_	_ (13) Knowledge of duties, instructions, rules and regulations,		(h) Emotional stability (i) Promoting high morale				
	including readiness of comprehension and "know how" of application.	<u>+</u> (21)	Ability on raids and dangerous assignments:				
+	_ (14) Investigative ability and results:	((a) As leader				
	(a) Internal security cases (b) Criminal or general investigative cases	<u> </u>	Organizational interest, such as making of sug-				
	(c) Fugitive cases	3 . *	gestions for improvement.				
	(d) Applicant cases (e) Accounting cases		Ability to work under pressure. Miscellaneous. Specify and rate:				
+	_ (15) Physical surveillance ability.	(24)	Dictation ability				
	_E_Bureau applicant program						
	ecify general nature of assignment during most of rating period (such as pervisor, instructor, etc.):	s security, crin	ninal, applicant squad, or as Resident Agent,				
	Security						
	ecify employee's most noteworthy special talents (such as investigator Investigator	•					
	Is employee available for general assignment wherever needs of servi						
	comments.) (2) Is employee available for special assignment wherever needs of service require? Yes(If answer is not "yes," explain in narrative						
	comments.)						
lea	Has employee had an abnormal sick leave record during rating period? ave or LWOP for illness) during rating period than the amount of sick leastion is "yes," explain in narrative comments.)	No 2. He leave earned du	as employee used more sick leave (including annual aring such period? _No_(If answer to either				
If:	employee qualified to operate a motor vehicle incidental to his official answer is "yes," personnel file must reflect the following: (a) Has va Is physically fit to drive. (c) Past safe driving record OK or has pas	did State or loc	cal operator's license for type vehicle he is to use.				
	EXCELLENT		EMPLOYEE'S INITIALS				
AD	Outstanding, Excellent, Satisfactory, U	Unsatisfactory	EMPLOTEE'S INITIALS				
	The management of the state of		<i>'</i>				

1. PERSONAL APPEARANCE AND PERSONALITY:

SA MILLER presents an excellent personal appearance, dressing conservatively and in good business taste. He is extremely personable and effective in his contacts.

- 2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:
 SA MILLER has participated in highly dangerous assignments during the rating period in an outstanding manner.
- 3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING
 PERFORMANCE; AND SICK LEAVE INFORMATION:

 SA MILLER is completely available for general or special assignment, and there are no known physical limitations affecting his performance.
- 4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE, INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

During the entire rating period SA MILLER has been assigned to the #3 Squad in the Atlanta Division, handling most involved security, racial, and civil rights matters. He has also handled very involved SGE investigations, and in connection with fulfilling his responsibility regarding these delicate matters has developed numerous highly placed sources in institutions of learning and other Government agencies which have made significant contributions to these investigations. SA MILLER is qualified to handle the most complicated investigative matters, requiring a minimum of supervision. He has demonstrated an outstanding attitude towards his assignments consistently using outstanding judgment, resourcefulness, and sufficient forcefulness when warranted. SA MILLER's technical knowledge and ability is used periodically to insure the existence of adequate security in connection with Bureau communication facilities. SA MILLER is a qualified weekend supervisor and periodically serves in this capacity on Saturday.

SA MILLER has not recruited an applicant during the rating period; however, he is aware of the Bureau's needs with respect to applicant recruiting and has displayed sincere efforts in regard to this responsibility even though he has not been successful in securing an applicant who received an appointment.

Initials

3

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

N/A

6. DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS: (List items taken into consideration on rating guide and check list.)

SA MILLER was censured by letter from the Bureau dated \$\(\beta/29/68\), for a delinquency found during the recent Atlanta Office inspection, for failing to disseminate a copy of a report to another Government agency which procedure was required by Bureau regulations. Item #10 on the rating guide and check-list was affected by this disciplinary action.

7. PARTICIPATION IN INFORMANT PROGRAMS:

SA MILLER has developed sources among students and faculty members in educational institutions which have been of considerable significance in revealing information regarding activities of the New Left movement on college campuses. (continued 8. TESTIFYING EXPERIENCE AND ABILITY: on page 2a)

SA MILLER has not testified during the rating period.

9. ACCOUNTING INFORMATION:

N/A

10. POLICE INSTRUCTION:

SA MILLER is a general police instructor; however, due to his confidential assignments in the security field, he has not been used on police schools during the rating period.

11. RESIDENT AGENTS:

N/A

(Number 7 continued)

The highly placed sources in Government as well as institutions of learning have been of significant service in furnishing information which would have been difficult to obtain otherwise.

. 12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

N/A

3.	FO!	REIGN LANGUAGE ABILITY:				•			
		N/A Language in which proficient							
		Completed language school Yes No Fluent inlanguage to extent Agent can handle typical investigative							
	Flu								
	problems as follows: (1) Conversation form Yes No (2) Written form Yes No								
Evaluate language proficiency in each phase as excellent, very go unsatisfactory						od, good, fair or			
	uno	Language	Read	Write	Speal	<u>Understa</u>	nd		
d ma	•	•							
		•			•		_		
				. ———					
	Fre	quency language ability use	d during	rating peri	od:				
	Fre	quency of use oflanguage a	ability ar	iticipated d	uring ens	uing year:			
4.	ADI	MINISTRATIVE ADVANCEMENT:							
	(a)	Agent is interested in administrative advance	ement.	{	Yes	No No			
	(b)	Agent is completely available for administra	tive adv	ancement.	Yes	,] No			
	(c)	Agent is considered completely qualified at administrative advancement, including exper	_						
		personality and appearance.			Yes	□ No			
	(d)	If answer to (c) is "Yes," Agent's qualificated very good excellent outstandi		considered					
	(e)	If answer to (c) is "No," is Agent considered	l to have	potential					
		for future administrative advancement? (If a)							
•		explanatory comments required.)			Yes	□ No			

FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

THE INFORMATION CONTAINED THE INFORMATION CONTAINED THE INFORMATION CONTAINED THE INFORMATION CONTAINED		MANCE RATING	Jaros 1110
EL INFORMATION CONTAINED EREIN IS UNCLASSIFIED DATE 10/18/00 BY SP-JALIN DATE 10/18/00 BY SP-JALIN		M. Janes	The state of the s
Name of Employee:	ALDEN F. MILLER		
Where Assigned:	Atlanta (Division)	(Section, U	nit)
Official Position Title:	Special Agent G	S-13,	•
Rating Period: from	April 1, 1963	toMarch 31,	1964
ADJECTIVE RATING:	Excellent Outstanding, Excellent,	Satisfactory, Unsatisfactory	Employee's Initials
Rated by:	2. Rive	Supervisor	3/31/64
HENRY G. ROWSE	Signature Ne. Maha	Title Special Agent in Charge	Date 3/31/64
Reviewed by: Ames E. McMahon	Signature	Title	Date
Rating Approved by:	Signature	Assistant Die Title	Date Date
	TVDE OF DI	and the second of the second o	_~ *
(X	TYPE OF RI Official (X) Annual C-137	Administrative 60-Day 90-Day Transfer	The second secon
gowi Conviluence	is prepared in response to your Committee. Its use e and the content may not express approval of the	() Separation fro your request and is not for is limited to official proce be disclosed to unauthorize	or dissemi- eedinas b y

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PERFORMANCE RATING GUIDE FOR NVESTIGATIVE PERSON EL

(For use as attachment to Performance Rating Form No. FD-185)

Nam	ne of EmployeeALDEN_F_MILLER_	Title Special Agent, GS-13							
		Rating Period: from 4/1/63 to 3/31/64							
	RATING GUIDE	AND CHECK-LIST							
Note	Only those items having pertinent bearing on employee's performance. Rate items as follows:	nce should be rated. All employees in same salary grade should be compared.							
	Outstanding (exceeding excellent and deserving of special commendate Excellent.	ion).							
	Satisfactory (good or very good) Unsatisfactory.								
	No opportunity to appraise performance during rating period. de for determining adjective rating:								
1. '	"Outstanding" adjective rating requires (A) that all rated elements be "- -" a	nd (B) that each and every rated element be factually justified by narrative detail on							
2.	reverse of Form FD-185. 2. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated. A. Any element rated "Unsatisfactory" must be supported by narrative comments. B. An "official" adjective rating of "Unsatisfactory" must comply with the requirements described on the reverse of form FD-185.								
F	(1) Parsonal apparatus	(17) Financiality							
工	(1) Personal appearance. (2) Personality and effectiveness of his personal contacts.	(17) Firearms ability. (18) Development of informants and sources of information.							
	(3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share	(19) ,Reporting ability:							
j:	work load).	(a) Investigative reports (b) Summary reports							
4	(4) Physical fitness (including health, energy, stamina).								
7	(5) Resourcefulness and ingenuity. (6) Forcefulness and aggressiveness as required.	(Consider: #= conciseness; #= clarity; #= organization;							
	(7) Judgment, including common sense, ability to arrive at proper	thoroughness; taccuracy; tadequacy and pertinency of leads; tadministrative detail.)							
+	conclusions, ability to define objectives. (8) Initiative and the taking of appropriate action on own	(20) Performance as a witness.							
	responsibility.	(21) Executive ability: (a) Leadership							
-/	(9) Planning ability and its application to the work. (10) Accuracy and attention to pertinent detail.	(b) Ability to handle personnel							
	(11) Industry, including energetic, consistent application to duties.	(c) Planning (d) Making decisions							
E	(12) Productivity, including amount of acceptable work produced	(e) Assignment of work (f) Training subordinates							
	and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is	(g) Devising procedures							
£	attributable to causes beyond employee's control.	(h) Emotional stability (i) Promoting high morale							
	(13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of	(j) Getting results							
L	application.	(22) Ability on raids and dangerous assignments: (a) As leader							
-7	(14) Technical or mechanical skills. (15), Investigative ability and results:	(b) As participant							
	(a) Internal security cases	(23) Organizational interest, such as making of suggestions for improvement.							
	(b) Criminal or general investigative cases	(24) Ability to work under pressure.							
	(c) Fugitive cases (d) Applicant cases	(25) Miscellaneous. Specify and rate:							
1_	(e) Accounting cases	Dictation ability							
T_{-}	(16) Physical surveillance ability.								
A.	Specify general nature of assignment during most of rating period (such tor, etc.):	as security, criminal, applicant squad, or as Resident Agent, supervisor, instruc-							
	Security								
В.	Specify employee's most noteworthy special talents (such as investigator, and investigator)	desk man, research, instructor, speaker):							
	(2) Is employee available for special assignment wherever needs of service								
D.	1. Has employee had an abnormal sick leave record during rating period for illness) during rating period than the amount of sick leave earned narrative comments.)	NO 2. Has employee used more sick leave (including annual leave or LWOP during such period? NO (If answer to either question is "Yes," explain in							
E.	Is employee qualified to operate a motor vehicle incidental to his official of	las valid State or local operator's license for type vehicle he is to use. (b) Is							
	ADJECTIVE RATING: EXCELLENT Outstanding, Excellent, Satisfactory, U	nsatisfactory EMPLOYEE'S INITIALS							

2

Atlanta, Georgia March 31, 1964

ALDEN F. MILLER Special Agent, GS-13

PART I GENERAL COMMENTS

SA MILLER is tall, and has a well proportioned, robust build. He has a very friendly personality, always dresses neatly, and is well liked by his fellow employees.

SA MILLER continues to be assigned to Headquarters City handling primarily security type cases, involved racial matters, as well as some sensitive Civil Rights and Election Law investigations in rural Georgia counties. He is forceful, aggressive, enthusiastic, and displays a high degree of initiative. His written work is well prepared, and requires little supervision. He is a very capable Agent, and has a mature type judgment that is necessary for the handling of controversial and sensitive type investigations. He can handle any complicated Bureau investigation, and is capable of participating in raids and dangerous assignments. He has no known limitations on his physical condition, and is completely available.

SA MILLER is a weekend supervisor, and always discharges his responsibilities in a very satisfactory manner.

agm

Employee's Initials

PART II - SPECIFIC COMMENTS

1. Justification for Any Minus Ratings Given

NA

2. Experience and Ability as Inspector's Aide

NA

3. Participation in Informant Program

During this rating period, SA MILLER has developed four Potential Security Informants, and three Potential Racial Informants. He is making satisfactory progress in this phase of the Bureau's work.

4. Testifying Experience and Ability

Due to the nature of his assignments, SA MILLER has not testified during this rating period. He has testified considerably in the past in all Federal tribunals, and has made an excellent witness.

Agm) Initials

Disciplinary Action

NA

6.

Accounting Information

NA

Police Instruction

SA MILLER is a qualified general police instructor, and during this rating period has participated in three police schools.. He works primarily security type investigations.

The SAC or the ASAC did not have the opportunity to audit SA MILLER's presentation during this rating period due to the limited number of police schools he participated in. SA MILLER makes an excellent personal appearance, has a very friendly personality, and gets along well with police officers.

. Sound Training

SA MILLER is competent and proficient to handle any sound matters and techniques that are necessary to perform with Bureau equipment assigned to this office. During this rating period he has been called upon to make two actual installations of TESURS. He also discusses technical equipment at firearms, and all equipment at the annual Agent technical conferences. He makes an excellent presentation.

SA MILLER makes the regular telephone and microphone surveys in headquarters office, as well as Resident Agencies, and has excellent liaison with the Southern Bell Telephone Company.

(nitials

_5

Resid	ent Agents
NA	
Forei	gn Language Ability
NA	
Admi	nistrative Advancement
(a)	Is Agent interested in administrative advancement?
	Yes () No (x)
(b)	Is Agent completely available for administrative advancement?
	Yes () No ()
(c)	Is Agent considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance?
	Yes () No ()
(d)	If answer to (c) is "Yes," would you consider his qualifications
	Very Good () Excellent () Outstanding ()
(e)	If answer to (c) is "No," does he have potential for future administrative advancement?
	Yes () No ()
. •	

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FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

7			
Name of Employee:	ALDEN F.	MILLER	
Where Assigned:	ATLANTA	•	
mioro racorgirca.	(Division)	(Section, Uni	it)
Official Position Ti	tle and Grade: Sp	pecial Agent, GS-13	
Rating Period: from	April 1, 196	March 31,	1969
ADJECTIVE RATING:	SATISFACT Outstanding, E	CORY xcellent, Satisfactory, Unsatisfactory	Employee's Initials
CHARI	ES T. HAYNES V	Supervisor Title Special Agent in Charge	3/31/69 Date 3/31/69
rectioned by:	Signature	Title	Date
FRANI		Assistant Director	APR 17 1969
Rating Approved by	Signature	Title	Date .
	TYF	PE OF REPORT	
	Annual Annual	Administr 60-D 90-D Tran Separ Spec	ay . ay sfer ration from Service
	51	A STATE OF THE PARTY OF THE PAR	

This document is prepared in response to your request and is not for dissemination outside your Committee. Its use is limited to official proceedings by your Committee and the content may not be disclosed to unauthorized personnel without the express approval of the FBI. nation outside y your Committee for dissemiName of Employee _

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

ALDEN F. MILLER

NW 55076 DocId:32989533 Page 72

	RATING GUIDE AND	CHECK-LIST					
Note	: Only those items having pertinent bearing on employee's performan compared.	ce should be rated. All employees in same salary grade should be					
+	RATE ITEMS AS FOLLOWS:						
	Satisfactory (good or very good). Unsatisfactory.	•					
0	No opportunity to appraise performance during rating period.						
1. "n. 2. ". re a: s: A B	Outstanding" adjective rating requires (A) that all elements be + and arrative details, including reasons for considering each worthy of Spec Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will deather than following any mechanical formulas; however, for an employed my performance evaluation factors on the rating guide and check-list and uch rating factors. Good judgment must be exercised to insure that adjuct rating factors. Good judgment must be supported by narrative of Any element rated "Unsatisfactory" must be supported in writing sof the (90-day) prior warning, and (3) the efforts made after the warn level and must be attached to FD-185a.	epend upon the composite result of evaluating all rated elements to be rated "Excellent" he must not be rated unsatisfactory on ad must be rated "Excellent" or "Outstanding" on the majority of ective rating is reasonable in the light of elements rated. comments.					
E		(16) Firearms ability. (17) Development of informants and sources of information.					
	loyalty, enthusiasm, amenability and willingness to equitably share work load).	(18) Reporting ability: (a) Investigative reports					
-5	(4) Physical fitness (including health, energy, stamina).	(b) Summary reports					
	(5) Resourcefulness and ingenuity. (6) Forcefulness and aggressiveness as required.	(Consider: ±conciseness; ±clarity;					
_1	(7) Judgment, including common sense, ability to arrive at	Torganization; thoroughness;					
_+	proper conclusions, ability to define objectives. (8) Initiative and the taking of appropriate action on own	accuracy;adequacy and pertinent of leads;administrative detail.)					
+	responsibility. (9) Planning ability and its application to the work.	(19) Performance as a witness. (20) Executive ability:					
_5	(10) Accuracy and attention to pertinent detail.	(20) Executive ability:					
	(11) Industry, including energetic, consistent application to duties.	(b) Ability to handle personnel					
<u>+</u>	(12) Productivity, including amount of acceptable work	(c) Planning (d) Making decisions (e) Assignment of work					
	produced and rate of progress on or completion of assignments. Also consider adherence to deadlines	(f) Training subordinates					
	unless failure to meet is attributable to causes beyond	E_(g) Devising procedures					
V	employee's control. (13) Knowledge of duties, instructions, rules and regulations,	(h) Emotional stability (i) Promoting high morale					
	including readiness of comprehension and "know how"	(j) Getting results					
+	of application. (14) Investigative ability and results:	(21) Ability on raids and dangerous assignments:					
	(a) Internal security cases	(b) As participant					
	(b) Criminal or general investigative cases (c) Fugitive cases	(22) Organizational interest, such as making of sug-					
	(d) Applicant cases	gestions for improvement. (23) Ability to work under pressure.					
+	(e) Accounting cases (15) Physical surveillance ability.	(24) Miscellaneous. Specify and rate:					
	- (15) Physical sulvernance admity.	Applicant Recruiting					
	•						
	pecify general nature of assignment during most of rating period (such upervisor, instructor, etc.):	as security, criminal, applicant squad, or as Resident Agent,					
_	Security						
B. S	pecify employee's most noteworthy special talents (such as investigated investigator) Investigator	or, desk man, research, instructor, speaker):					
	l) Is employee available for general assignment wherever needs of ser comments.)						
(2	comments.) 2) Is employee available for special assignment wherever needs of ser comments.)	rvice require? (If answer is not "yes," explain in narrative					
q	. Has employee had an abnormal sick leave record during rating period eave or LWOP for illness) during rating period than the amount of sick uestion is "yes," explain in narrative comments.)	•					
16	s employee qualified to operate a motor vehicle incidental to his officing answer is "yes," personnel file must reflect the following: (a) Has very large to the file of the physically fit to drive. (c) Past safe driving record OK or has p	valid State or local operator's license for type vehicle he is to use.					
Δ	DJECTIVE RATING: SATISFACTORY	EMPLOYEE'S INITIALS Arm					
•	Outstanding, Excellent, Satisfactory,	Unsatisfactory					

NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY:

SA Miller presents an excellent appearance, dressing in good business taste, and possessing a pleasant personality which is effective in his personal contacts.

2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

SA Miller has not actually participated in any raids during the rating period; however, he is fully qualified to participate in raids and dangerous assignments.

3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING PERFORMANCE; AND SICK LEAVE INFORMATION:

SA Miller is completely available for any assignment, and there are no known physical limitations affecting his performance.

4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE, INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

During the entire rating period SA Miller has been assigned to the #3 Squad in the Atlanta Division handling in most cases very involved investigative matters in the security, racial, and civil rights field, as well as very delicate SGE anvestigations. He is qualified to handle the most complicated investigative matters, requiring an absolute minimum of supervision, and has demonstrated an outstanding attitude towards these assignments using outstanding ingenuity and initiative with sufficient forcefulness to produce outstanding investigative results. SA Miller has been successful in developing informants who have furnished valuable information, particularly regarding New Left activities. SA Miller's technical knowledge and ability is utilized periodically to insure the existence of adequate security in connection with Eureau communication facilities.

SA Miller was given specific applicant recruiting assignments but was not successful in obtaining any applicants; however, he is aware of the importance of this program.

SA Miller is a weekend and holiday supervisor and periodically serves in that capacity in an excellent manner.

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

During the rating period, the Director commended the personnel of the Atlanta Division on 4/18/68, for handling the heavy volume of work engendered by the death and funeral of Dr. Martin Luther King, Jr.; on 6/13/68, for participation in the (continued on page 2a)

6. DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS: (List items taken into consideration on rating guide and check list.)

Bureau letter dated 8/22/68, placed SA Miller on probation for failure to meet Bureau physical standards. Bureau letter dated 12/12/68, removed SA Miller from probation. Items 3 and 7 on the performance rating guide were affected by this. By letter dated 8/29/68, SA Miller was censured for a delinquency found in a security matter case in which he failed to disseminate a copy of a report to another Government agency. Item 10 on the rating guide was affected by this. Agent's overall adjective rating was reduced because of this disciplinary action.

7. PARTICIPATION IN INFORMANT PROGRAMS:

At the beginning of the rating period SA Miller had 1 probationary racial informant, 1 security informant, 1 potential security informant, and 1 probationary racial informant-ghetto. During the rating period he developed 1 security informant, (cont'd on page 2a)

8. TESTIFYING EXPERIENCE AND ABILITY:

SA Miller has not testified in Federal court during the rating period; however, he has previously testified in an excellent manner.

9. ACCOUNTING INFORMATION:

·NA

10. POLICE INSTRUCTION:

SA Miller is a general police instructor; however, due to his confidential assignments in the security field, he has not been used on police schools during the rating period.

11. RESIDENT AGENTS:

NA

Afm Initials

(Item 5 continued)

investigation to locate James Earl Ray after the death of Dr. Martin Luther King, Jr.; and on 12/26/68, for performance in the investigation of Gary Steven Krist and Ruth Eisemann-Schier, subjects of a kidnaping case. SA Miller shared in these commendations.

(Item 7 continued)

l potential security informant, 4 probationary racial informants-ghetto, and 1 racial liaison source. He is currently assigned 1 security informant, 1 potential security informant, 1 probationary racial informant-ghetto, and 2 racial liaison sources, the others having been re-assigned or closed. SA Miller has been particularly effective in developing sources among students and faculty members and obtaining considerable information regarding New Left activities on college campuses. His participation in this area is considered excellent.

-2a-

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12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

NA

.3.	FO N	REIGN LANGUAGE ABILITY:					
	Language in which proficient Completed language school Yes No Fluent in language to extent Agent can handle typical investigative problems as follows: (1) Conversation form Yes No (2) Written form Yes No Evaluate language proficiency in each phase as excellent, very good, good, fair or unsatisfactory						
		Language	Read	, Write	Spea	k <u>Unders</u>	tand
		quency language ability used				suing year:	
4.	ADN	MINISTRATIVE ADVANCEMENT:					
•	(a)	Agent is interested in administrative advance	ment.		☐ Yes	XX No	
	(b)	Agent is completely available for administration	ive adva	ancement.	☐ Yes	□ No	
	(c).	Agent is considered completely qualified at padministrative advancement, including experience personality and appearance.			Yes	□ No	
	(d)	If answer to (c) is "Yes," Agent's qualification very good excellent outstanding		considered	d		
	(e)	If answer to (c) is "No," is Agent considered for future administrative advancement? (If appending appending and accomments required.)			☐ Yes	□ No	